

# BRIDGING

## THE GAP



ISSUE 45: OCTOBER - NOVEMBER 2014



70TH ANNIVERSARY OF THE  
LIBERATION OF ST. LO,  
FRANCE (WWII)

NEGRO LEAGUE BASEBALL  
TRIVIA





## INSIDE THIS ISSUE:

Inclusiveness: A Leadership Imperative By Col Dave Zwart .....	3
70th Anniversary of the Liberation of St. Lo .....	4
A Leader's Guide to Diversity Series Part 1 .....	6
Book Review: The Alchemist .....	8
Negro League Baseball Trivia Questions .....	9
Special Emphasis Program (SEP) Group Restructured & Revitalized .....	10
The State Arsenal .....	11
Agency Spotlight: 126th Chemical Battalion .....	12
Website Review: CultureReady .....	14
Movie Review: Water .....	15
SEP Member Highlight: MAJ Baptiste .....	16
Restaurant Review: Bread & Cup .....	18
SEP Member Highlight: Bonnie Shipley .....	19
A View of Diversity From Where I Stand .....	20
Trivia Answers: Negro League Baseball .....	22
Diver-cipe Corner: Chicken Pelau .....	24

## 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.*

# SAVE THE DATE!

## NEBRASKA MILITARY DEPARTMENT

# UNITY DAY

## 3 DECEMBER 2014

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## Bridging the Gap welcomes your submissions of article ideas and written articles.

All submissions will be considered for publication. We reserve the right to edit submitted material.

Please send your submission to Mary Schmidt-Rodriguez at the email address listed below.

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Please contact LaVonne Rosenthal at the email address listed above.*



# INCLUSIVENESS: A LEADERSHIP IMPERATIVE

*By Col Dave Zwart, United States and Property Fiscal Officer for Nebraska*

When asked if I'd be willing to write another article on diversity I jumped at the opportunity. Well, at first I did. As the time arrived to put pen to paper, however, I struggled with what to say. What new or insightful point could I discuss? I had nothing. As I sat drinking my morning coffee staring into space, it finally dawned on me why I was having trouble. I really didn't want to write or talk about what diversity is, or why it is important, or why a diversity program is beneficial to an organization. It has all been said by someone at some point. If you haven't figured out that diversity is an organizational necessity by now I'm not certain a few words from me will change your mind. No, I don't want to talk about diversity; instead I want to talk about inclusiveness as a leadership imperative.

Inclusiveness is about much more than creating an equitable environment based on race, ethnicity, gender, culture, age, sexual orientation, etc. It is about embracing the different ideas, perspectives, skills and experiences that individuals bring to the organization and putting them together to address familiar problems in new and innovative ways. Inclusiveness reflects the unique ways we vary as people. These assorted attributes create different demographic, functional and intellectual views which are so vital to our organization's innovation, agility, responsiveness and awareness. By recruiting and retaining smart and focused people from a myriad of occupations and cultures, and who have various abilities and experiences, we produce a dynamic force with unlimited potential. Our diversity inspires us to expand our minds and our goals, to look deeper and understand more. By recognizing the strengths of every

individual, and establishing an inclusive environment, we are getting the very best that our Soldiers, Airmen and Civilians have to offer. This allows us to successfully meet the State and Federal mission requirements of today and tomorrow.

Each of us is a leader. And as leaders we must understand that inclusiveness is a leadership imperative. Inclusive leaders encourage and develop the best in others, allow individuals to play to their strengths and readily shine the spotlight on others' accomplishments. They embrace the diversity of their workforce and understand the value of having everyone's voice heard. And they encourage dissent! Yes, dissent. The very word seems counter to all we learn in military training; our striving for a homogenous and cohesive unit. Yet encouraging all to speak up without fear of retaliation will not only improve the solutions we develop to solve problems, it will foster a sense of belonging and ownership of outcomes throughout the organization. In other words it will help build that homogenous and cohesive workforce all leaders strive to create.

We must constantly guard against barriers to inclusiveness. Some of these barriers are rules or structures that exclude differing perspectives, a lack of thoughtful dissent, overemphasis on conformity and harmony and the absence of dissenting role models. One need not look far to understand the benefits of inclusiveness. Creativity increases when people with different ways of solving difficult problems work together toward a common solution. There is no one best answer to any question--the more ideas you can obtain from different



people, the more likely you are to develop a workable solution. Productivity increases exponentially when people of all backgrounds pull together toward a single inspiring goal. New processes can result when people with different ideas come together and work in partnership with one another. In today's fast-moving world, there is no longer room for thinking, "We have always done things this way and cannot change." We all must bring multiple skills to the work environment, think cross-culturally and adapt quickly to ever changing situations.

The true power of a diverse workforce is the power of innovation. But diversity is just the mix; inclusiveness is the leverage needed to empower diversity's potential. Leaders know that to secure the promise of diversity you must value inclusiveness of all and of everyone's ideas. Each of us in the Nebraska Military Department and National Guard has the great honor of working with diverse people and appreciating the differences they bring to the organizational table. So let's all celebrate our diversity by practicing inclusion! It is after all a leadership imperative.





# 70TH ANNIVERSARY OF THE LIBERATION OF ST. LO, FRANCE

By Gerald "Jerry" D. Meyer, Nebraska National Guard Historian

On Wednesday, July 16, 2014, at the Joint Force Headquarters, Lincoln Air Base, the Nebraska Military Department hosted a 70th Anniversary celebration of the Liberation of St. Lo, France and commemorated Nebraska's role in the famous World War II battle. Attending the ceremony were two veterans of the battle (D.E. Bates - Company C, Beatrice and Bill Bush - 110th Medical) and two veterans' widows (Ruby Genrich, wife of Herm Genrich, and Ester Niemann, wife of Loren Niemann – both from Company C, Beatrice) along with their families.

Two additional veterans, Marvin Gardner (Company C, Beatrice) and James Huston (Headquarters, 3rd Battalion) sent audio message greetings that were played at the ceremony. About 150 Soldiers and Airmen also attended the ceremony which was closed to the general public.

The cities that mobilized units (see page 9) were read aloud at the start of the ceremony. A letter (see page 5) from Colonel Arnaud Dumont (French Army) was read to the veterans and attendees showing how much France continues, to this day, to appreciate the sacrifices of 70 years ago. One of the unique aspects of the ceremony was when Marie Hillabrand and Spencer Hunt read and translated the French letter from Colonel Dumont. Spencer's great uncle is Bill Bush (110th Medical Veteran) and Mr. Bush visited St. Lo on a previous trip. Marie's relatives were in France when Mr.



Bush visited. Some of the photos of Mr. Bush's album had Marie's Grandmother in them. Marie's relatives lived and survived the bombing and liberation back in 1944.

Both Governor Heineman and Major General Bohac addressed the crowd.

A video of a rose laying ceremony conducted at Lieutenant Colonel Alfred Thomsens' (Commander, 3rd Battalion, Killed-in-Action (KIA)) grave was shown. The laying of the rose ceremony was conducted by Colonel Byron Diamond (G-4, Nebraska Army National Guard) and mirrored the same ceremony that French citizens do in remembrance of fallen Americans in France. Lieutenant Colonel Thomsen was wounded following the liberation of St. Lo and later died of his wounds. He was buried in Normandy. Following the war, he was re-interred in Forest Lawn Cemetery in Omaha, Nebraska.

The program also featured an audio greeting from Colonel (Retired) James Huston who sent his greetings from Lynchburg, Virginia. COL Huston is a retired Purdue University professor and the author of *Biography of a Battalion*, which is about the 3rd Battalion of the 134th. It is considered the only World War II book written by a trained historian (he holds a doctorate) who also served in a leadership capacity within a combat unit. During World War II, James A. Huston served as an operations officer in the 3rd Battalion, 134th Infantry, a unit that helped

to liberate or capture dozens of cities across France, Belgium and Germany. From July 1944 through April 1945, the regiment captured 8,974 prisoners of war and covered more than 1,500 combat miles, but lost 10,046 men in the process. *Biography of a Battalion* recreates the action and provides an account of the war from one Soldier who lived through it.\*

A history of the 134th and their role at St. Lo was read aloud (see page 21). A tribute ceremonial guard fired a salute and Taps was rendered at the end of the ceremony.

Smaller ceremonies are being planned to mark the consecutive anniversaries leading up to the 75th anniversary in 2019.

\*<http://www.amazon.com/Biography-Of-Battalion-James-Huston/dp/1258069296>

Continued on page 5

St. Lo continued from page 4

*Translated letter from Colonel Arnaud Dumont*

So I wrote my best French but it is not always easy to translate.

Dear old, dear friends.

At the request of my friend Gerald, with which I had the honour of defending our values away from our families, I bring you a humble testimony of a Frenchman, still French thanks to your commitment. The battle of Normandy has always aroused in me a great interest, thanks to my dad and my grandfather. Since my youth, they taught me to honour our veterans during the commemoration of May 8, 1945. I also browsed the Normandy beach, Omaha and Utah beaches, La Pointe du Hoc, Caen, Ste mère l'Eglise and other places of your battles, of your sacrifice. The trip there is a 30-year loan that is still alive in my mind. The French must keep alive the memory of your brothers, who fell on our land, in their places of burial, that also became American land by their bloodshed. Our country is dotted with these fighters cross memorials placed along roads, at the top of the hills, in the middle of the countryside.

Patton, Bradley, Eisenhower, and many others, are names that the French use to name places or the main streets of our cities. On 6 June 1944 launched the great movement of liberation of our country and I can send you a simple but deeply sincere, Thank you.

Rest assured of remembrance and the unwavering link we have with the United States of America. As a citizen, this commitment requires me, as a soldier, this commitment guides me. I dare compare 70 years later your historical battles in harsh conditions and the fight against terrorism. But wearing for a few weeks the famous insignia of the Screaming Eagles reminded me daily of dreams that I have had as a young man. These dreams are nightmares in the memories of the fighting, but they maintain our values and regained our freedom. This freedom you have given to an entire nation, to a whole continent.

My last word is a word of hope: you have managed your mission. Europe is now united. One of my uncles is married to a German, so I have German cousins with whom we share moments of life, joy and pleasure.

You have contributed.

Glory to our alumni, glory to our hero, no hell could stop.

Your obligee  
AD

Continued on page 9

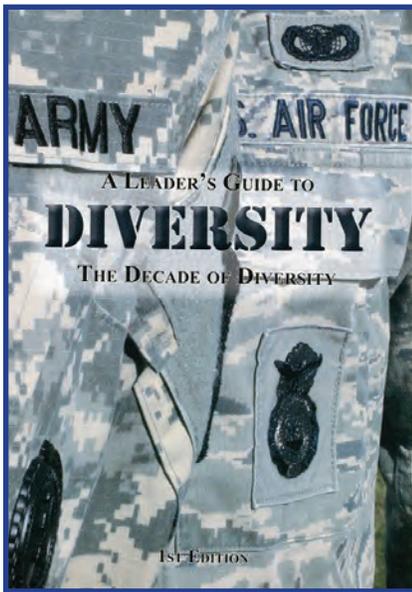


# A LEADER'S GUIDE TO DIVERSITY

## SERIES PART 1

*By LaVonne Rosenthal*

Several years ago, I had the honor of serving on a national committee where senior leaders of the Army National Guard (ARNG) and National Guard Bureau (NGB) worked together to provide superior diversity training conferences. Another product of that group was a publication titled, *A Leader's Guide to Diversity – The Decade of Diversity*. Copies of the guides are available from the Equal Opportunity



(EO) office (please contact me via the email address on page two to receive copies). To emphasize the importance of diversity and inclusion from the Chief of National Guard Bureau, we will be featuring segments of the brochure and its accompanying training guide in the next several *Bridging the Gap* issues. For the purpose of these articles, I want to emphasize that we are all leaders in some form or fashion – leadership is action, not position. Information provided in these publications is not written exclusively for Commanders or Supervisors. It is written for all of us in the Nebraska Military Department to apply the principles in our work and home lives.

Let's begin with some definitions.

What is diversity? In the National Guard, diversity is a cultural climate which allows people to maximize their potential by embracing and promoting each other's holistic characteristics.

What is inclusion? In the National Guard, inclusion is organizational strength when all people foster a positive work environment that promotes and respects our differences and similarities – both seen and unseen.

The National Guard envisions a culture that values, measures and promotes fairness, dignity and worth of every member as a measure of enhancing

readiness. The National Guard requires all Soldiers, Airmen and Civilians to be responsible for applying and adhering to the diversity principles.

Five Reasons Why Diversity & Inclusion are Essential:

1. It's the right thing to do. America's promise is a just imperative that every life is precious and every spirit deserves dignity and respect.
2. It is our organizational policy. Military discipline, the cornerstone of the military, is nonnegotiable.
3. Changing demographics. This is a readiness issue! The war for talent demands understanding and response to society's demographic shifts.
4. It is essential in building safe and productive work environments. Soldiers, Airmen and Civilians will only produce their best work in an environment of emotional and physical well-being.

5. It directly impacts the ability to perform the mission. Leveraging diversity not only impacts recruiting and retention, but impacts every aspect of mission readiness and mission accomplishment.

Champions of diversity are catalysts in institutionalizing diversity in the National Guard. They ensure the National Guard lives up to its commitment to embrace and value diversity.

Champions of diversity are role models who take actions when appropriate and address behaviors when necessary. They empower others with opportunities, tools and support when needed to develop and grow. Diversity champions encourage, inspire and promote greatness in the National Guard.

### *Purpose of Diversity*

Diversity is a strategic imperative ... and will remain so. Leveraging the diversity of all of our people enhances our operational capability and helps us make better decisions – decisions that make us more agile, more innovative and more effective.

With a vision of incorporating diversity into the fabric of the National Guard, we must believe our way forward, align our behaviors to principles in order to become the National Guard where the strength of our diversity is multiplied by shared values, mutual commitment to excellence and common dedication to the mission.

Start with results! Look at Become .... If the results you're experiencing are not what you want, reflect on your behaviors, actions and habits. Look at Behave ... If you're struggling to achieve your goals, is there a belief pattern that is hindering

*Continued on page 7*



*A Leader's Guide to Diversity continued from page 6*

your progress and must be changed? Look at Believe ... if your thoughts are misaligned with your desired results, then new actions must be implemented to create positive change.

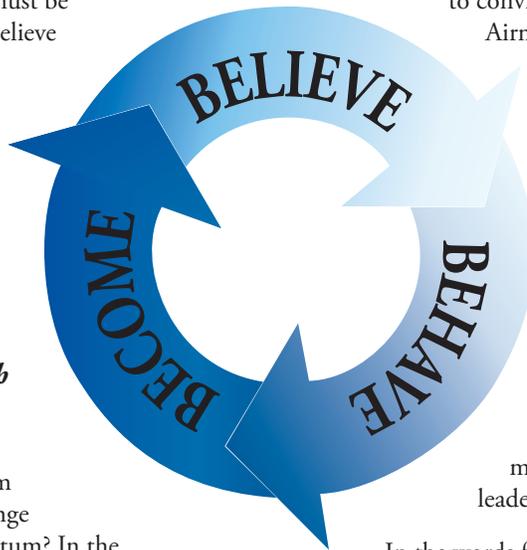
### **Buildup Through Breakthrough**

How does an organization or team institutionalize change and sustain momentum? In the book, *Good to Great*, author Jim Collins describes the Flywheel Concept as a critical ingredient to greatness. A flywheel simply is a mechanical wheel that once jump started, if it continues to turn long enough and at a fast enough pace, will eventually get to a point of breakthrough where it begins to move under the weight of its own momentum.

Institutionalizing diversity as a readiness imperative into the National Guard requires embracing a Flywheel Concept wherein all hands are pushing daily on the flywheel to create and continue the momentum required. Failure occurs when we stop pushing and the flywheel comes to rest or slows for lack of energy. Quite simply, change initiatives fail in part because of a lack of sustained momentum – insufficient pushes on the flywheel.

What constitutes a push on the flywheel? It is the accumulation and build-up of knowledge and know how. Continuous discussions on diversity topics, keeping diversity front and center in the hearts and minds of Soldiers, Airmen and Civilians, and implementing the steps laid out in *The Leader's Guide* are all examples of pushes on the flywheel.

It is critical to remember that once momentum stops the flywheel for whatever reason – it takes immense effort to get it moving again, to reignite the interest to even provide the effort, and



to convince your Soldiers, Airmen and Civilians to push again.

What is the point of breakthrough for your Unit? What must you do to get all hands pushing, not occasionally, but in a sustained and consistent manner? That is your leadership challenge!

In the words from Jim Collins, “There is no single defining action, no grand program, no killer innovation, no solitary lucky break, no wrenching revolution. Good to great comes about by a cumulative process – step by step, action by action, decision by decision, turn by turn of the flywheel – that adds up to sustained and spectacular results.”

The goal of every leader is to teach the Flywheel Concept to their personnel, and then ensure all members are continuously pushing – One Team, One Fight! Now – get that Flywheel moving at your Unit!

### **Diversity Cornerstones**

**Leadership:** Impacting organizational diversity, the push starts with you.

**Absolute Engagement:** Diversity is about inclusion and engagement – leaving no one behind.

**Teamwork:** Success is the ability to work together.

**Valued:** The most important issue is always human dignity and total quality respect.

**Risk Management:** Prejudice is eliminated by developing high performance teams.

**Voice:** True diversity is ensuring diversity of thought at all levels of the organization.

**Fundamental Fairness:** Everyone adds talent and value and must be developed and offered full opportunity to achieve.

**Strategic Advantage:** Diversity solutions must be situation specific.

**Right Thing – Right Time – Right Now:** Diversity is a readiness imperative and is everyone's responsibility.

**Changing World:** You do not have to be one of, to stand with.

### **Cultural Leadership Competencies**

**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 & 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.

In the next segment of this series, we'll look at how you are measuring up to the leadership code of conduct along with information on mentoring and characteristics of diversity leaders.





# BOOK REVIEW: THE ALCHEMIST

*Written by Paulo Coelho; Translated by Alan R. Clarke; HarperOne; 1st edition (April 25, 2006)*

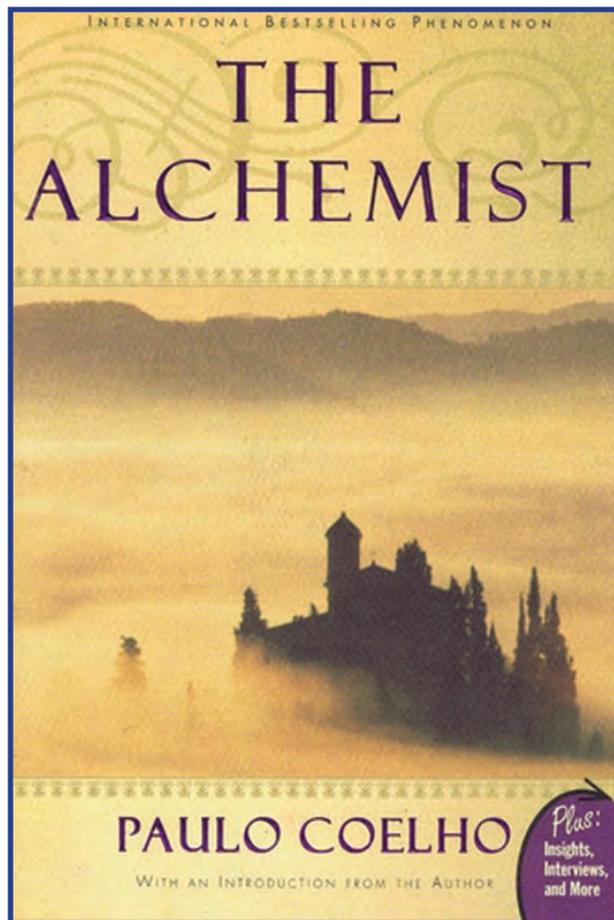
*Review by LaVonne Rosenthal*

The Alchemist chronicles the life of a young Andalusian man, Santiago, whom we meet at the beginning of the book as a happy and content shepherd. The book records the people he meets, the trials he faces (for example, losing all of his money twice) and the omens he pays close attention to as he makes a journey to realizing his Personal Legend (or his destiny).

This book was recommended to me by an instructor whom I met at The Iowa Writer's Workshop several years ago. I shared with her my personal belief that everything happens for a reason, and in response she suggested I read *The Alchemist*.

Synchronicity is defined by Merriam Webster as: "the coincidental occurrence of events .... that seem related but are not explained by conventional mechanisms of causality." An example is the unexpected coincidence of meeting someone in the hallway that you were meaning to call. Serendipity is another word to describe the theme of *The Alchemist* – how the happenstance of events become aligned in one young man's life as written by Paulo Coelho.

Everyone's lives are scattered with people and places that were brought into focus at the right time to provide guidance along a specific path. We can choose to pay attention to these events and link them together for a broader picture of our life, or we can choose to ignore them and risk the chance of repeating the same moments over and over and over again – as depicted by Bill Murray in the movie



*Groundhog Day*. According to Coelho's writing, everyone has a Personal Legend, and once you begin to pursue your destiny, the universe conspires to assist you in reaching it.

Santiago reaches deep into his heart to hear what he needs to do and where he needs to go. His risk is great when he sells all his sheep to travel to the Egyptian Pyramids to find treasure, something he has dreamt about several times. After his money is stolen, he wanders around the city of Tangiers until he happens upon a crystal shop, where the owner is

comfortable in the way he's doing business even though he's not selling much crystal. After he listens to Santiago's advice on how to better market the crystal (by selling cups of tea in beautiful crystal glasses to people wandering by), his business greatly increases. After amassing the wealth he had lost (and more) from working for the shopkeeper, Santiago has to make a decision. He can either go back home to the comfortable life he knew as a shepherd or continue on the path to his Personal Legend. He chooses to continue his journey forward when he joins a caravan traveling to the pyramids. It is along this path where he meets an Englishman in search of the alchemist, someone who has the ability to turn any metal into gold. There are many omens and markers that Santiago follows and you'll find them as you read the book.

*The Alchemist* was first published in 1988 and originally written in Portuguese. It has been translated into at least 56 languages and is an international bestseller. Critics of *The Alchemist* say it's too simple of a book to read with a bland message of chasing your dream no matter what. I feel however, that it's a book of hope and reminders of how simple events conspire together to guide us in the right and best direction for our lives. In preparation for this book review, I read the book a second time, and I still enjoyed the parable-like writing style that others had found drab. Now that you have differing perspectives, I suggest you read the book for yourself. You can borrow mine if you'd like!





## NEGRO BASEBALL LEAGUE TRIVIA

1. What was the very first all-Black professional baseball team?
  - a. Pittsburgh Keystones
  - b. New York Cuban Giants
  - c. Cincinnati Browns
  - d. Chicago American Giants
2. Where is the Negro Leagues Baseball Museum?
  - a. Kansas City
  - b. New York City
  - c. Pittsburgh
  - d. Cincinnati
3. Who was the first Black pitcher to win a World Series game in the Major Leagues?
  - a. Bob Gibson
  - b. Satchel Paige
  - c. "Smokey Joe" Williams
  - d. Joe Black
4. Which Negro League team did Jackie Robinson play for before entering the Major Leagues?
  - a. Indianapolis Clowns
  - b. Kansas City Monarchs
  - c. St. Louis Stars
  - d. Memphis Red Sox
5. How many teams were there in the inaugural season of the Negro National League?
  - a. 4
  - b. 6
  - c. 8
  - d. 12
6. Hank Aaron did not play in the Negro Baseball League.
  - a. True
  - b. False
7. What team won the first Negro League World Series?
  - a. Kansas City Monarchs
  - b. Hilldale Daisies
  - c. St. Louis Stars
  - d. New York Black Yankees
8. Which Negro League legendary player became the oldest "rookie" in the Major Leagues?
  - a. Hank Aaron
  - b. Vida Blue
  - c. Bill Foster
  - d. Satchel Paige
9. This Negro baseball player, who hit 84 homeruns in the 1936 season, was also known as the "Black Babe Ruth." Who is he?
  - a. Roy Campanella
  - b. Bill Perkins
  - c. Josh Gibson
  - d. Reggie Jackson
10. The Negro Southern League began playing ball games in 1920. Which southern city did not have a team?
  - a. Charleston, SC
  - b. Nashville, TN
  - c. Atlanta, GA
  - d. Birmingham, AL

*Trivia Answers on page 22*

*St. Lo continued from page 5*

### Nebraska Units Mobilized for World War II in 1940

#### **134th Infantry Regiment**

Headquarters (HQ) – Omaha  
 Headquarters, 1st Battalion – Lincoln  
 Headquarters, 2nd Battalion – Omaha/Seward  
 Headquarters, 3rd Battalion – Beatrice  
 HHC, 1st Battalion – Nebraska City  
 HHC, 3rd Battalion – Lincoln  
 Company A – Nebraska City  
 Company B – Falls City  
 Company C – Beatrice  
 Company D – North Platte  
 Company E – Scottsbluff  
 Company F – Gering  
 Company G – Hastings  
 Company H – Grand Island  
 Company I – Lincoln  
 Company J – None Listed  
 Company K – Omaha  
 Company L – Omaha  
 Company M – Seward

Anti-Tank Platoon – Hartington  
 Service Company – York  
 Band – York  
 Medical Detachment – Omaha

#### **110th Quartermaster Regiment**

HQ – Kearney  
 HQ Company – Lincoln  
 HQ, 1st Battalion – Holdrege  
 HQ, 2nd Battalion – Holdrege  
 HQ, 3rd Battalion – Fremont  
 HQ Detachment, 3rd Battalion – Kearney  
 Company A – Holdrege  
 Company B – Fremont  
 Company C – Lexington  
 Company D – Kearney  
 Company E – Fremont  
 Company F – Broken Bow  
 Service Company – Lincoln  
 Medical Detachment – Kearney

#### **110th Medical Battalion**

*(May have been a regiment at time of initial mobilization)*

HQ, 1st Battalion – Columbus  
 HQ, 2nd Battalion – Lincoln  
 HQ, 3rd Battalion – Lincoln  
 Company A – Columbus  
 Company B – Norfolk  
 Company C – none listed  
 Company D – Fairbury  
 Company E – Hastings  
 Company F – none listed  
 Company G – Lincoln  
 Company H – Lincoln  
 Health Services Command – Lincoln  
 Band – Lincoln  
 69th Brigade HQ – Omaha

*Continued on page 21*



# SPECIAL EMPHASIS PROGRAM (SEP) GROUP

## RESTRUCTURED & REVITALIZED

By *LaVonne Rosenthal*

When our SEP Group was formed in 2005, we focused our efforts on conducting the traditional heritage events that had been the historical trademark of the Equal Opportunity office. This intention served us well for the first few years of the Group's existence. The Group also began to conduct training events, hosting our first annual diversity training workshop in August 2006. Our next great venture in May 2008, brought us *Bridging the Gap*, the Nebraska Military Department's very own diversity publication.

Through guidance and direction from The Adjutant General (TAG), Maj Gen Daryl Bohac, and under the leadership of COL Anita Curington, the SEP Group is restructuring itself to be more effective with its energies. This will also align the Group with the intentions published in the TAG's Strategic Plan for Organizational Excellence to enhance our outreach programs and be more inclusive of our full time and traditional members across the state. Publication of this new structure is so that everyone is aware of the changes and to invite more people to become involved in our diversity programs.

### *Each subcommittee and its focus areas are as follows:*

1. Major Subordinate Command (MSC) Equal Opportunity Advisors (EOAs): Efforts to reach our M-day force through planned events during Inactive Duty Training (IDT) / Annual Training (AT) training periods.
  - a. 67th Battlefield Support Battalion



*2014 Hispanic Heritage Fiesta (more to come in Issue 46).*

- (BFSB)
  - b. 92nd Troop Command (TC)
  - c. 209th Regional Training Institute (RTI)
  - d. Joint Force Headquarters (JFHQ)
  - e. 155th Air Refueling Wing (ARW)
2. Community Outreach and Partnership: Enhance outreach and exposure in minority/under-represented communities, foster strong relationships with private and public community agencies.
  - a. Newsletter Subcommittee-Focuses on all aspects of the newsletter.
  - b. Marketing Subcommittee-Focuses on flyers, business cards, getting our story to other agencies and the total force (through EOAs and other resources).
3. Recruitment and Retention: Emphasize/support recruiting opportunities within emerging cultural communities, foster strong relationships with community partners/centers of influence, support retention through mentoring.
  - a. Outreach Subcommittee-Focuses on meeting with private/public agencies.
  - b. Distribution Subcommittee- Develops, maintains and expands current distribution lists. Organize notification process of upcoming events, provide printed copies of newsletter for use by Marketing and Outreach subcommittees.
4. Education, Training, and Program: Provide annual training for leadership at all levels, recognize cultures during respective heritage months, recognize personnel through diversity award program.
  - a. Discover Diversity Subcommittee-Focuses on special events such as lunch and learns and heritage events.
  - b. Annual Diversity Training Subcommittee-Plans diversity training for mid-level leaders and supervisors.
  - c. Calendar of Events Subcommittee-Monitors portal calendar, Outlook notifications, Facebook, etc.
5. Policies and Procedures: Review policies relevant to career progression, training, assignments and skill development for compliance with EEO/EO laws and regulations, analysis of statistical reports for demographic trends.

Individuals who are interested in getting involved with one of the subcommittees are invited to contact LaVonne Rosenthal via her email listed on page two.





# THE STATE ARSENAL

*By Gerald "Jerry" D. Meyer, Nebraska National Guard Historian*

One of the most significant firsts in the Nebraska National Guard was the building of the State Arsenal in Lincoln, Nebraska. Built in 1913, the State Arsenal was the first permanent facility provided by the Nebraska Legislature for support of the Nebraska National Guard. The building was located at 17th and Court Streets next to what is now the Devaney Sports Center. The two-story, rectangular, concrete and brick building with a basement was used by the Guard as a warehouse until 1963, when it was transferred to the State Fair Board. Beginning in 1981, the Arsenal served as the Nebraska National Guard Museum. On January 1, 2010, the State Fair Board transferred ownership of the arsenal building and the surrounding property to the University of Nebraska to make way for the University of Nebraska's Innovation Campus. In 2014, it was announced that the museum would be moved to Seward, Nebraska.

The original building was 30' by 52' but was expanded to 30' by 92' a few years later in 1915. The three story clay tiled red brick building pretty much looks exactly as it did when completed before World War I. The roof is a hip design with the original diamond grey shingles.



The Arsenal served the Guard as storage for weapons and equipment in support of domestic operations and while preparing for Federal mobilizations prior to World Wars I and II. The building was overshadowed by the massive Guard Armory built in the 1950s. The Arsenal was soon relegated to excess storage and turned over to the State in 1963.

One of the unique original features inside the Arsenal is the Kimball Number 2 antifriction elevator designed by the Otis Elevator Company. This rope elevator carries supplies from the basement to the first and second floors and is people powered.

The original floor plan was mostly open except for two second floor rooms for the caretaker. The original exterior used to have rail spurs next to the loading docks on the south and west corners of the building.

The State Fair Board used the building from 1963 until the early 1980s. The Nebraska National Guard Historical Society took interest and acquired a lease from the State for the building in 1981. The building's interior was extensively modified in the 1980s to accommodate the museum, and the attic was converted into additional storage space. The museum lease on the property from the University of Nebraska expires in December 2014, and will end a century of the Nebraska National Guard presence at that location.





# 126TH CHEMICAL BATTALION

By MAJ Richard Jones

The 126th Chemical Battalion was activated on 14 October 2001, and stands as one of only seven Chemical Battalions in the Army National Guard today. The 126th Chemical Battalion's wartime mission is to provide Command and Control of up to seven Chemical Companies. The current commander is Lieutenant Colonel Thomas Mortimer III and the Command Sergeant Major (CSM) is CSM Scott Hanson. The battalion is composed of 363 Soldiers and falls under the command and control of the 92nd Troop Command located in Lincoln, Nebraska.

The battalion Headquarters and Headquarter Detachment (HHD) is located in Omaha, Nebraska. HHD is composed of 65 Soldiers. The detachment contains the command group, the staff, an administrative section, a medical section, a supply section and a maintenance section.

The 754th Recon/Decon Company has 87 Soldiers who are also located in Omaha. In addition, the Detachment has approximately 24 Soldiers in O'Neill, Nebraska. The 754th Recon/Decon Company's wartime mission is to provide chemical, biological, radiological and nuclear (CBRN) reconnaissance, surveillance and decontamination.

The 623rd Engineering (ENG) Company has 110 Soldiers located in Wahoo, Nebraska with a Detachment of approximately 35 Soldiers in Hastings,



*Nebraska CERFP decontamination team.*



*623rd Engineers construction training.*

Nebraska. The 623rd ENG Company's wartime mission is to command and control three to five vertical engineer platoons in order to construct base camps and internment facilities; and to construct, repair and maintain other vertical infrastructures.

The 181st and 317th Engineer Firefighting Teams are located in Norfolk,

Nebraska. Each of the firefighting teams have eight highly trained members. Their wartime mission is to provide fire prevention and protection, aircraft crash rescue, wildland firefighting and hazardous material (HAZMAT) responses.

A previous company in the battalion was the 755th Recon/Decon Company, which was deactivated in 2008. The 755th Recon/Decon Company deployed to Iraq in support of Operation Iraqi Freedom from August 2006 to July 2007. They were stationed at Balad, Iraq, where unit members conducted convoy security missions. The 181st Engineer Firefighting Team deployed to Afghanistan in support of Operation Enduring Freedom from October 2011 through September 2012, and was stationed at Camp Dehdadi II, Mazer-e Sharif, Afghanistan, where they provided an array of firefighting and emergency response services.

126th Chemical Battalion (CM BN) members were activated by the state in 2011 to assist with flood monitoring of the Platte and Missouri Rivers. The Soldiers of both the 181st and 317th Engineer Firefighting Teams have been called out several times in the last decade, usually in the dry, late parts of summer, to assist with wildfires in western Nebraska.

The Battalion serves as the Command and provides Army National Guard personnel for the Nebraska Chemical, Biological, Radiation, and Nuclear

*Continued on page 13*



# AGENCY SPOTLIGHT

126th Chemical Battalion Agency Spotlight continued from page 12

## AGENCY SPOTLIGHT

We are pleased to continue our series of articles titled, Agency Spotlight. The purpose of these articles is to learn about the different units, offices and agencies within the Nebraska Military Department and those closely associated with it. The articles feature a description of the organization, their people, purpose and places they have been.

Enhanced Response Force Package (NE CERFP). Congressional legislation directed the establishment of twelve CERFP teams, and Nebraska's CERFP was formed in 2006 when legislation directed the establishment of five additional teams, which brings the nation to the current level of 17 teams.

The NE CERFP mission is to respond to chemical, biological, radiological, nuclear or high yield explosive (CBRNE) incidents and assist local, state and federal agencies in conducting consequence management by providing capabilities to conduct patient decontamination, emergency medical services and casualty search and extraction. The NE CERFP has 197 trained members, the majority of whom are traditional Army and Air National Guard members. They remain on call at all times to respond to missions in Nebraska or other states as requested. The NE CERFP has five elements which work together while providing very specialized capabilities to the mission: the Fatalities Search and Recovery Team, the Search and Extraction Team, the Decontamination Team, the Medical Team and the Command and Control Team.

The Fatalities Search and Recovery Team (FSRT) is made up of eleven Airmen from the Iowa Air National Guard's 132nd Force Support Squadron from

Des Moines, Iowa. FSRT members train in HAZMAT Operations levels to support recovery of fatalities during a mass casualty event. The FSRT Team works closely with local authorities such as county coroners to provide rapid accountability and dignity of remains to affected families.

The Search and Extraction Team (S&E) is made up of 50 Soldiers from the 623rd Engineer Company, the 181st and the 317th Engineer Firefighting Teams. They certify and train to operate in collapsed structures and confined spaces. They perform confined space rescue and recovery of incident survivors while in a HAZMAT Operations level. The S&E Team stabilizes casualties and transports them from the incident site to the Decontamination Team.

The Decontamination (DECON) Team is composed of 75 members of the 754th Decon/Recon Company. The DECON Team rapidly establishes a decontamination site to receive incident casualties and treat the casualties with decontamination techniques based on the hazard and the environment. As casualties are inspected and cleared of any contamination, they are released from the DECON Team and received by the Medical Team.

The Medical (MED) Team is composed of 45 Airmen from the Nebraska Air National Guard's 155th Medical Group located in Lincoln, Nebraska. The MED Team provides medical triage and injury stabilization of incident victims who are



317th Firefighting Team (FFTM).

then transferred to an ambulance for movement to a designated hospital or are released on their own if no further medical treatment is necessary. Members of the MED Team also assist the S&E Team with confined space rescue and may also assist with medical care of casualties during DECON Team operations.

The Command and Control (C2) Team is composed of twelve members of the HHD 126th Chemical Battalion

command group and staff. They are augmented with one member from each of the four other elements who acts as a permanent liaison inside the C2 Team. C2 is responsible for the coordination and oversight of all CERFP elements, operating within the National Incident Management System (NIMS) in support of the local Incident Commander's Incident Action Plan.

The 126th Chemical Battalion's distinctive unit crest is made up of an image of a dragon resting one leg on a bayonet. Dragons are typical mascots of chemical units around the world, and military chemical specialists are often referred to as "Dragon Soldiers." The crest uses the traditional colors of the US Army Chemical Corps, cobalt blue and golden yellow. The bottom of the crest contains a scroll inscribed "THROUGH THE FLAMES" with red flames on either side emitting from the ends.

"THROUGH THE FLAMES" is also the unit's motto, and may be heard shouted with much enthusiasm every time the unit members come to attention in a group formation.





# WEBSITE REVIEW:

# CULTURE READY

## www.cultureready.org/

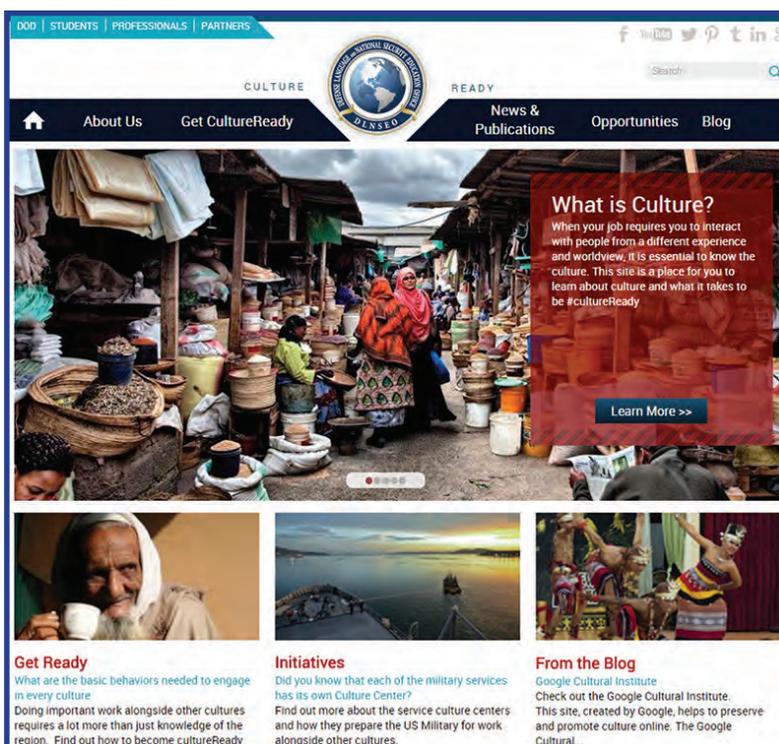
Review by SFC Jenna Schneider

CultureReady.org poses the question, “What is Culture?” The site states that when your job requires you to interact with people from a different experience and worldview, it is essential to know the culture. The site is a place to learn about culture and what it takes to be cultureReady.

The Tab *About Us* has the following statement:

As the world continues to evolve with increasing complexity and people from different cultures interact with one another, cultureReady aims to improve cultural awareness and understanding across nations by providing a variety of cultural resources and news and serving as a hub/portal for our related cultural stakeholders. As a part of the Defense Language and National Security Education Office, our mission is to help train, recruit, sustain and enhance cultural awareness and understanding to improve national security and defense readiness by:

- Building a highly-qualified pool of U.S. citizens with foreign language and international expertise committed to public service through programs and policies.
- Leading the Department’s strategic policy planning



regarding foreign language, culture and regional expertise for Department of Defense personnel.

- Providing oversight of high-value training and education on Department of Defense initiatives.
- Ensuring national and departmental governance through the Defense Language Steering Committee, the National Security Education Board and other organizational and professional bodies.

CultureReady is about providing a culture portal where interested parties can

obtain knowledge, tools and resources to relate, negotiate, influence, motivate, manage, adapt, plan and execute effectively across cultural lines both domestic and abroad.

So what is cultureReady all about?

*Get Ready* – What are the basic behaviors needed to engage in every culture? In this area you can learn the 12 essential building blocks to becoming cultureReady. These building blocks are separated into four different categories: Diplomatic Stance, Cultural Learning, Cultural Reasoning and Intercultural Interaction. Going further into this section of the website, you can become familiar

with the basics of every culture and get resources to dig deeper and learn more. This includes finding culture related jobs, becoming an intern with cultureReady, or submitting your own research regarding cultural awareness. Lastly, this section provides a means to connect with others, to include private and public partnerships, and military culture centers to name a few.

*Initiatives* – Did you know that each of the military services has its own culture center? Here you can learn more about job opportunities, fellowships, internships and scholarships, as well as volunteer

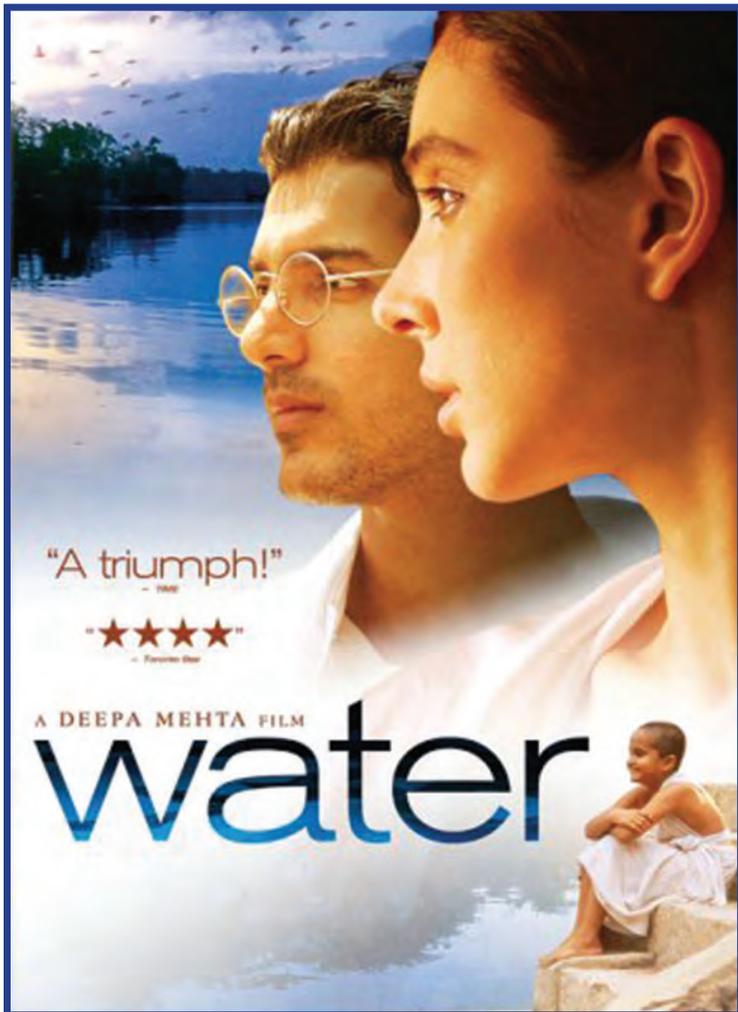
Continued on page 18



# MOVIE REVIEW:

# WATER

2005; Written by Anurag Kashyap and Deepa Mehta  
 Directed by Deepa Mehta  
 Review by SFC Jenna Schneider



Child marriage is a common practice, and the tradition within fundamentalist Hinduism is that when a woman is widowed, she has three options: (1) to throw herself on her husband's funeral pyre, (2) marry his brother (if he has one and it is permitted by the family), or (3) to live in poverty in a group home for widows (called ashram) and worship God. Widow re-marriages were legalized by the colonial laws, but in practice, they were largely considered taboo.

*Water* opens in 1938 as the young Chuyia tickles the feet of a dying man. What the 8-year old does not realize is that she is betrothed to this dying man.

ashram is ruled by Madhumati, a larger woman in her 70s. Chuyia is convinced that her stay is a temporary one, and that her mother will come to take her away. With that thought firmly tucked in her mind and most other widows tolerating a certain quantity of unconventional behavior in the young girl, she quickly adapts to her new life.

*Water* is the final film in a trilogy by director Deepa Mehta. It focuses on the deprivations experienced by Hindu widows, and the issues that they still

face in India today. The Manusmriti, an ancient Hindu text, says that in life a woman is half her husband and if he dies, she is half dead. So, as the movie details the choice that young Chuyia had after she was widowed to a husband that she couldn't even remember, the depravity (in my opinion) is made obvious to the movie's viewers. The film also accounts for the way that many Hindus view a widow; that even if they so much as bump into one, they will be polluted and must do rituals of purification.

In an interview, Deepa Mehta stated: "Water can flow or water can be stagnant. I set the film in the 1930s but the people in the film live their lives as it was prescribed by a religious text more than 2,000 years old. Even today, people follow these texts, which is one reason why there continue to be millions of widows. To me, that is kind of stagnant water. I think traditions shouldn't be that rigid. They should flow like the replenishing kind of water."\*

*Water* is one of the most enlightening films that I have watched. It depicts the terrible damage that can be done when people are treated unfairly, especially for reasons that are completely out of their control.

#### Sources:

\*<http://wabi.tv/event/lipm-southwest-harbor-public-library-partner-with-the-camden-conference-to-show-the-film-water/>

[http://en.wikipedia.org/wiki/Water\\_\(2005\\_film\)](http://en.wikipedia.org/wiki/Water_(2005_film))

***Chuyia's Father: [to young Chuyia] Child. Do you remember getting married? Your husband is dead. You're a widow now.***





# SEP MEMBER HIGHLIGHT

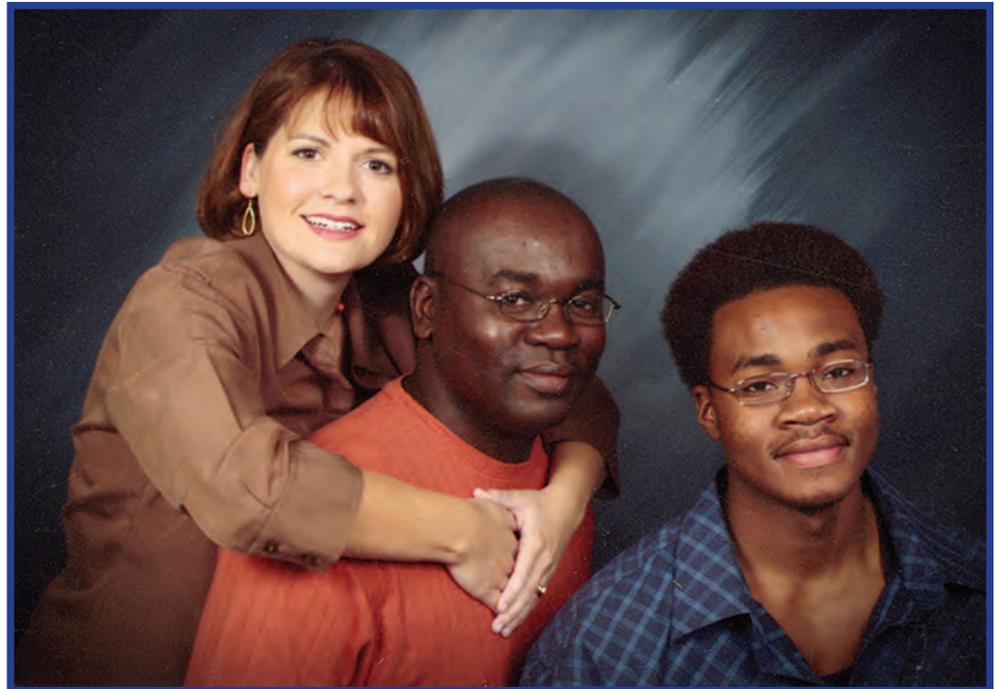
# MAJOR ERIC BAPTISTE

**S4 Logistic Officer**

In 1965, I was born on the Caribbean island of Trinidad and Tobago. With a family of six children, my mother was a stay-at-home mom and my father worked various jobs and trades to support the family. We lived in a one-room home on stilts. Nestled in that one room was a stove, table and a bed for my parents. With only one outlet to provide electricity for our family of eight and no running water, my brother and I would bathe at a community shower just outside our house, and haul water back to the house daily. It was during this time I remember my father going out to hunt for our dinner regularly, and feeling “rich” when I had a nickel to spend on candy at the store on the walk home from school.

Neither one of my parents had more than a junior high education, but they always stressed the importance of completing high school. In an effort to support our education, at a young age I remember my dad bringing home comic books and we would all sit or lie on the floor and read for hours. Then as we got older, my siblings and I would take turns every day reading the newspaper to my father when he got home from work. At the time, we all hated the daily reading lesson because it was more fun to go outside and play with the neighborhood kids. However, today I recognize the efforts my parents made to ensure their children did better in life and to graduate from high school.

At the age of 10, my family moved to St. Croix, U.S. Virgin Islands for better job opportunities. We lived there a little more than two years. During the first year in St. Croix, we all lived in a one-bedroom apartment, which was a “step-up” from our prior home in Trinidad. While in St. Croix, we enjoyed simple luxuries



such as a bathroom, running water and electricity in all rooms. Working as a security guard at a strip mall, my father’s income barely paid the bills, so my mother started working for the first time in housekeeping for one of the hotels on the island. After about a year, my father realized that his current job was not providing enough to support his family, so he joined the “union of pipefitters” which helped him get a job at the local SHELL refinery as a pipefitter.

During these formative years of my life, there was one person that helped shape who I am today; my mother. My mother was the one who kept the family together during trying times. She was the one that made sure whatever food source my father brought home from his nights of hunting, became a meal for my siblings and me. Sometimes it wouldn’t be enough for everyone, but she would make

sure that everyone was fed before she ate. My mother has always been the glue that kept us together, and without her love and wisdom I wouldn’t be the person I am today.

At the age of twelve we moved to Harvey, Louisiana, a suburb of New Orleans where I lived until 1986 when I first joined the U.S. Army. When I initially enlisted in 1986, there were no requirements to become a U.S. citizen. Therefore, I served in the U.S. Army for my first nine years while not a United States citizen, but rather as a citizen of Trinidad and Tobago. During the period from 1986-1995, I worked as a tank mechanic repairing various track vehicles and changed duty stations five times. I had the pleasure of living in Ft. Knox, Kentucky; Camp Casey, Korea; Ft. Carson, Colorado; Germany and Ft. Bliss, Texas.

*Continued on page 17*



*Major Baptiste continued from page 16*

In 1995, I decided to give it all up and transition back into the civilian workforce where I worked as warehouse supervisor in El Paso, Texas, then as Wal-Mart manager both in Houston and Omaha, and finally as a manager for Burger King. It was during this hiatus from military life that I received first my Associate's degree in Business Management from Southwest Institute, then later completed my Bachelor's degree from Bellevue University in Business Information Systems.

After a three-year break from the active Army, I decided to join the Nebraska National Guard. When I came into the Guard I wanted to get back to what I love to do and that was working on track vehicles. To my surprise the Nebraska Army National Guard was in the process of transitioning from track vehicles to wheeled vehicles, so I went with the needs of the state and became a wheel mechanic, which allowed me to continue working with my hands and working on vehicles. My first unit in the Guard was the 1/135 Signal located in Omaha where I decided to attend Officer Candidate School (OCS).

My journey to becoming an officer was a bit of an uphill battle as I lacked the prerequisite General Technical (GT) score that was needed to get into the program.



After working with a tutor, studying and taking the exam twice, one year later I was finally accepted into the program. After graduating from the OCS program, I was assigned to the 189th Transportation Company (TC) as a Platoon Leader, and about six months later I was reassigned to the 67th Area Support Group with whom I deployed in 2005-2006. After returning from deployment in 2006, I was assigned to 267th Maintenance Company as a Platoon Leader until 2007 when I took command of the 1195th TC. In 2009, I was looking at another deployment; this time as the Commander of the 1195th TC. Upon return from deployment I was fortunate to be selected as the Aide-de-Camp to the Adjutant General. Two years later I accepted a position at Training Center Site at Camp Ashland as the Headquarters Headquarters Company (HHC) Commander, and after one year of command I became the 92nd Troop Command Logistic Officer where I am currently assigned today.

I could not have accomplished everything I have done without the support, understanding and patience of my wife and kids. I am fortunate to have a son, Aaron (26), and two daughters, Alexys (20) and Rowen (3). The lessons of patience, the skills of listening and the ability to think on my feet can be directly attributed to skills required from parenting. My children continue to bring me joy, and are the source of many laughs and smiles.

Married for 16 years, my wife Jeanee encourages me to continue taking opportunities to grow professionally, and is supportive of my career in the Nebraska National Guard. Jeanee has always been there for me during the



*A 1984 photo of MAJ Baptiste's brother-in-law (Greg) holding his niece (Ayanna). The house in the background is where MAJ Baptiste was born. He lived there until he was ten years old. The house/duplex had one bedroom where his parents and all six kids slept. The house does not have any indoor plumbing (no water). The outhouse is on the left.*

good times and the bad, and has always provided support without reservation. She stuck with me during the eighteen months of OCS, and would listen when I complained about instructors or the never-ending homework. She held down the home front during my five months of Officer Basic Course at Aberdeen Proving Ground, Maryland, only to have me come home, and two weeks later, turn around and head to Ft. Riley, Kansas in preparation for mobilization to Iraq. Jeanee endured countless late nights, early mornings and weekends with me preparing to deploy a second time as a Company Commander; all without so much as a negative comment, but rather unwavering support.

Family is the cornerstone of my world and without my father's hard work ethic, my mother's words of wisdom when things are not going well and my wife pushing me when I felt like giving up, I would not be where I am today. Each hold an important place in my life, and have helped shaped the son, husband, father, officer and man I am today. For that, I am eternally grateful.

**EDITOR'S NOTE:** MAJ Baptiste is a Naturalized Citizen of the United States of America. To learn more about that part of his life's journey, read *Bridging the Gap*, Issue 36, page 10.





# RESTAURANT REVIEW: BREAD & CUP

Review by SFC Jenna Schneider

440 North 8th Street Suite, 150, Lincoln Nebraska

Monday - Wednesday: 7:00 am - 9:00 pm • Thursday - Friday: 7:00 am - 10:00 pm • Saturday: 8:00 am - 11:00 pm • Sunday: 10:00 am - 2:00 pm  
<http://breadandcup.com/>

In the age of processed convenience, it can be hard to find a restaurant that not only provides food that is made fresh daily, but utilizes ingredients that are locally grown and produced. Bread & Cup prides itself on doing just that. Their menu features a variety of sandwiches served on freshly-baked bread, made right there in their kitchen. Bread & Cup bakes 75 to 100 loaves daily, using SlowDough, a sourdough culture started from wild yeast present in rye flour and water.



## FOOD

I have visited Bread & Cup on two different occasions. On my first trip I had the pork sandwich, which features slow roasted pulled pork, provolone cheese, served on ciabatta bread with a choice of sweet apple cream or savory garlic sauce (\$7.50 – full/\$5.50 – half). Unless you have an enormous appetite, I recommend getting the half. The sandwich is a delicious blend of flavors, but the freshly-made ciabatta bread makes the sandwich.

On the second visit, I tried the curry tuna, which is a mix of tuna, celery, apple and mild yellow curry topped with greens and your choice of sourdough or seed&grain loaf (\$7.00 – full/\$5 – half). I chose the sourdough and it complimented the sandwich nicely. The fresh apples that were thrown into the mix were also a nice addition.

## SERVICE

You order and pay at the front counter for your food and drink and seat yourself in either their small dining area inside or outside on their covered patio. On both of my visits, the service was very good and my dishes were prepared relatively quickly.

Overall I was very impressed with Bread & Cup and their fresh menu items. I especially enjoyed the fact that they use local produce and make their own bread daily. It's a great place to visit and relax after the Farmer's Market on Saturday and its location allows for easy access from the Haymarket and Railyard.

*CultureReady.org continued from page 14*

opportunities. This area also provides an opportunity to discover more about various programs within the Department of Defense that will prepare you for work with other cultures or utilizing your foreign heritage skills.

*From the Blog* – This part of the website provides links to the General Assembly of the United Nations' Social, Humanitarian Cultural Committee, which focuses on a range of social, humanitarian affairs and human rights issues that affect people all over the world. Here you can also learn about FAOWeb, which is an online portal that provides distance learning and community networking to Foreign Area

Officers worldwide. It also maintains skill sustainment and educational resources while building a network of professionals across the Armed Services. Want to learn more about Special Forces Language Training? Simply click on the link in this section to view an article regarding the cost of providing this training the right way.

The website also provides links to various publications dealing with cultural

awareness, videos, newsletters and research that has been submitted to the website by users.

“Effective leaders at every level must be able to understand the cultural context, adapt, communicate, negotiate and mitigate problems. Navigating cultural

differences can present challenges on many different levels, but it can also offer opportunities.” I highly encourage every leader to visit this website and see what it has to offer.



# SEP MEMBER HIGHLIGHT

# BONNIE SHIPLEY

## State Human Resources Personnel Assistant

I consider myself lucky; I am native of nowhere and everywhere. Living in so many different places has helped broaden my appreciation of diversity and different cultures. Another aspect of my appreciation is due in part to being raised by my British mother, who immigrated to America in the late 1960s.

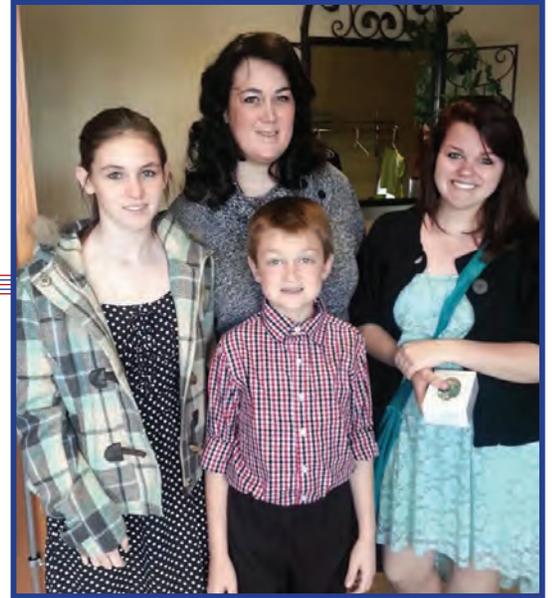
I was born in Monterey Park, California, and am one of seven children. I grew up primarily in Utah and California. While I was in high school, my mother and I moved to Avening, England for a year, and I consider this the best place I lived while growing up. I believe this further deepened my love of culture and history, which I thought would propel me into a career as an archeologist, but instead my road led into the diverse world of Human Resources (HR).

Recently, I relocated to Nebraska from Arizona, where I worked for almost four years as an HR Assistant for a large, private medical transportation company. Currently, I am the State Human Resources Personnel Assistant for the Military Department.

When I am not conquering the HR world, I am a single mother to three amazing teenagers: Lauren, 16, is the caregiver of the

family; Jenna, 15, is the basketball wonder; and Ethan, 13 whom I believe will be an engineer, but only time will tell. As a single mother, I wanted to find a place to put down roots and I believe Lincoln has fulfilled that need. I love the sense of community that I have found here as well as the family oriented mindset. I look forward to raising my family and learning what the Midwest life is all about.

In closing I will leave you with one of my favorite quotes from someone I admire greatly, Gandhi. Who knows, maybe one day I will write that Bonnieism's book that my kids say I should write, because they know I always have something to say about every situation!



### 1. **Change Yourself.**

"You must be the change you want to see in the world."

### 2. **You are in Control.**

"Nobody can hurt me without my permission."

### 3. **Forgive and let it go.**

"An eye for eye only ends up making the whole world blind."

### 4. **Without action you aren't going anywhere.**

"An ounce of practice is worth more than tons of preaching."

### 5. **Take care of this moment.**

"I do not want to foresee the future. I am concerned with taking care of the present. God has given me no control over the moment following."

### 6. **Everyone is human.**

"It is unwise to be too sure of one's own wisdom. It is healthy to be reminded that the strongest might weaken and the wisest might err."

### 7. **Persist.**

"First they ignore you, then they laugh at you, then they fight you, then you win."

### 8. **See the good in people and help them.**

"I look only to the good qualities of men. Not being faultless myself, I won't presume to probe into the faults of others."

"Man becomes great exactly in the degree in which he works for the welfare of his fellow-men."

### 9. **Be congruent, be authentic, be your true self.**

"Happiness is when what you think, what you say, and what you do are in harmony."

### 10. **Continue to grow and evolve.**

"Constant development is the law of life, and a man who always tries to maintain his dogmas in order to appear consistent drives himself into a false position."

Source

<http://lifeaisle.wordpress.com/2012/02/18/gandhis-10-fundamentals-for-changing-the-world/> [August 12, 2014]





# A VIEW OF DIVERSITY FROM WHERE I STAND

*“A View of Diversity From Where I Stand” presents individualistic viewpoints, and that we “stand” for ours and each others’ rights for respect and appreciation of our uniquenesses. Each issue we highlight three individuals who work for the Nebraska Military Department to hear their own personal definition of diversity.*



Diversity revolves around acceptance and respect. Diversity involves appreciating our individual differences and recognizing that each person is unique. Creating a diverse workplace entails acknowledging the distinctive contributions that each individual can make and establishing a work environment that maximizes the potential of each person and of the organization.

Tami S. Thompson, Col, NEANG, MSC  
Commander, 155 Medical Group



Diversity embraces the concept that every person has a unique background and set of experiences to offer. Challenging ourselves to recognize those differences allows each of us to grow as a person and improve the quality of our relationships with others.

Bryan Tuma  
Assistant Director  
Nebraska Emergency Management Agency



For me, diversity is the understanding, encouragement and fostering of individuality into the framework of a collective whole. We all share two commonalities: one being the fact that we are human beings with equal rights, the other being different influences in our lives have created individuality.

In the last five years, I’ve been allowed to work for the G-1 in Lincoln, HHD 734th in Kearney, HHD 168th in Scottsbluff, and Recruiting and Retention Battalion in Lincoln. While each job was in the culture of the NE ARNG [Nebraska Army National Guard] organization, each had its own climate. Each has subtle differences that aren’t noticed with a passing glance. By being allowed to work in such diverse positions I was able to gain a better understanding of the influences that create a filter on actions and reactions.

I am thankful for being a part of such a diverse organization. Exposure to our collective diversity is making me a better individual.

SFC Matt Simms  
Nebraska Army National Guard, Sexual Assault Response Coordinator





*St. Lo continued from page 9*



# 134th Infantry Regiment

**"ALL HELL CAN'T STOP US"**

Normandy, France, 15 July 1944

Nebraska's 134th Infantry regiment, part of the 35th Infantry Division from Kansas, Nebraska, and Missouri, reported for active Federal service in December 1940. Following three years of extensive stateside training, the 134th sailed for England in May 1944.

On 5 July, one month after D-Day, the regiment landed at Omaha Beach and moved swiftly inland with the rest of the 35th Division. The 134th waited in reserve as the U.S. V and XIX Corps struggled to liberate the vital town of St. Lo. Strong German positions atop Hill 122 north of the city had all but stopped the attack of the combat-weary and understrength 29th Division, which had assaulted Omaha Beach one month before, and the 30th Division, which had been in combat almost as long.

On 11 July, the 35th joined with fellow National Guard divisions in the fight for St. Lo and quickly discovered the special difficulties posed by the formidable tangles of rock, earth and trees called hedgerows. Used all over Normandy to separate farmers' fields, the Germans had reinforced these natural defensive barriers. For four days, the 35th Division's 137th and 320th Infantry Regiments made difficult progress against the hedgerows on the lower slopes of Hill 122. On 14 July, the 134th Infantry, commanded by future chief of the National Guard Bureau, Butler B. Miltonberger, received orders to secure the hill.

The Cornhuskers began their attack early on 15 July, and after taking the fortified farmhouses in the hamlet of Emilie in fierce



fighting, reached the upper slopes of Hill 122 by nightfall. With the 1st Battalion leading the 134th advanced despite withering small arms and artillery fire. Upon reaching the crest of Hill 122, the Nebraskans repulsed a determined counterattack and supported by other divisional elements, launched a final counterattack of their own.

Their capture of this vital hill opened the way for the liberation of St. Lo itself on 18 July. The 134th Infantry had lived up to its Spanish-American War battle cry, "All Hell Can't Stop Us," and the 1st Battalion was awarded the Presidential Unit Citation. But the cost has been high: The regiment suffered 35% casualties in two days, including 102 men killed, 589 wounded, and 102 missing. 



Negro Baseball League Trivia continued from page 9

## NEGRO LEAGUE BASEBALL TRIVIA ANSWERS

1. B. The first all-Black professional team was the Cuban Giants out of Babylon, New York.

The team was originally formed in 1885 at the Argyle Hotel, a summer resort in Babylon, New York. The

team was so skilled in the game, and achieved victory over so many of the nearby amateur “white” teams that they attracted the attention of a promoter, Walter Cook. To appeal to a broader audience, Cook styled them the “Cuban Giants,” although there were rarely (if ever) any Cubans on the Cuban Giants. The team remained one of the premier Negro League teams for nearly 20 years.

The team went on to become the “world colored champions” of 1887 and 1888, and spawned imitators.

2. A. The Negro Leagues Baseball Museum (NLBM) is located at 1616 East 18th Street, Kansas City, Missouri. Through the inspiration of Horace M. Peterson III (1945-1992), founder of the Black Archives of Mid-America, a group of local historians, business leaders and former baseball players came together to create the Negro Leagues Baseball Museum in the early 1990s. It functioned out of a small, one room office in the Lincoln Building, which is located in the Historic 18th & Vine Jazz District of Kansas City, Missouri. It quickly incorporated, built a board of directors and staff, and created a licensing program to support operations.

In 1994, it expanded to a 2,000 square-foot space in the Lincoln Building, which include a number photographs and interactive displays. Designed by ESA Design of Abilene, Kansas, this exhibit became the flagship for redevelopment in the historic district. Several hundred visitors, including school groups and dignitaries, marveled at this once “untold American history.”

The 18th & Vine historic district was the center for Black culture and life in Kansas City from the late 1800s-1960s. It was the hub of activity for homeowners, business, jazz music, and baseball enthusiast. Just outside of the district stands the Paseo YMCA building, which was built as a Black YMCA in 1914. It served as temporary home for baseball players, railroad workers, and others making the transition to big city life in the Midwest. It was here that the Negro National League was founded in 1920. Although the



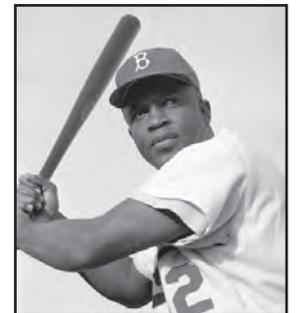
district and the YMCA building were becoming blighted by the 1980s, they were recognized on the National Register of Historic Places.

During the late 1990s, plans were underway by city officials to create a new home to showcase Kansas City’s jazz heritage and to revitalize the Historic District. City officials and the mayor worked to raise over \$20 million in bonds to build a new facility to host the new American Jazz Museum and a new, permanent and expanded, home for the Negro Leagues Baseball Museum. This new 50,000 square-foot building opened in September 1997 and the Baseball Museum opened in November.

3. D. Joe Black pitched, and won, Game 1 of the 1952 World Series against the New York Yankees. Black played seven seasons with the Baltimore Elite Giants before signing with the Brooklyn Dodgers in the spring of 1952. His contributions to the Dodgers also earned him Rookie of the Year honors.

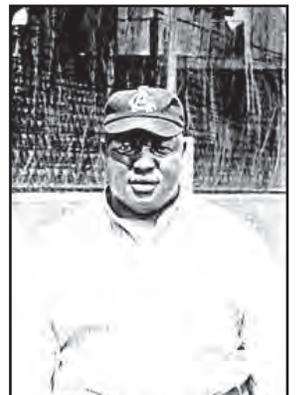


4. B. Jackie Robinson played only one year (1945) in the Negro Leagues with the Kansas City Monarchs. He was signed by the Brooklyn Dodgers organization in 1946, and played his first season with the Montreal Royals. In 1947 he joined the Brooklyn Dodgers as the first Black player in the Major Leagues.



5. C. In 1932 Andrew “Rube” Foster formed the Negro National League with the following teams: Chicago American Giants, Chicago Giants, Dayton Marcos, Detroit Stars, Indianapolis ABCs, Kansas City Monarchs, St. Louis Giants and Cuban Stars.

6. False. Hank Aaron’s professional baseball career



Continued on page 23



*Negro Baseball League Trivia continued from page 22*

began as a shortstop with the Indianapolis Clowns in 1952. He then signed with the Braves organization and spent 21 seasons in the Major leagues playing with the Milwaukee and Atlanta Braves.



7. A. In 1924 the first Negro World Series was played between the Kansas City Monarchs and the Hilldale Daisies. The Monarchs beat the Daisies 5 games to 4.

8. D. Leroy "Satchel" Paige became the oldest (at age 42) rookie in Major League history when he joined the Cleveland Indians in 1948.

It is estimated that Leroy "Satchel" Paige was born on July 7, 1906. The mere idea that his birthday is an estimate provides perfect evidence to the mystery that was Satchel Paige. In 1965, 60 years after Paige's supposed birthday, he took the mound for the last time, throwing three shutout innings for the Kansas City Athletics.



Joe DiMaggio called Satchel Paige "the best and fastest pitcher I've ever faced". His pitching was amazing and his showboating was legendary. His career highlights span five decades. Pronounced the greatest pitcher in the history of the Negro Leagues, Paige compiled such feats as 64 consecutive scoreless innings, a stretch of 21 straight wins, and a 31-4 record in 1933. For 22 years, Paige mauled the competition in front of sellout crowds. Sure, he liked the attention, but to him, there was only one goal. That goal would be to pitch in the Major Leagues.

In 1948, Paige's dream came true. The Cleveland Indians were in need of extra pitching for the pennant race. Legendary Bill Veeck tested Paige's accuracy before offering him a big league contract. As the story is told, Veeck placed a cigarette on the ground to be used as a home plate. Paige took aim at his virtually nonexistent target. He fired five fastballs, all but one sailing directly over the cigarette. Veeck

was indeed pleased, and Paige helped the Indians win the pennant.

In addition to Cleveland, Paige played for St. Louis and Kansas City. When his Major League career was completed, he compiled a modest 28-31 record with a 3.29 ERA. He also served as coach for the Atlanta Braves in 1968. What made Paige so memorable was his longevity in the game. The main reason his age was so difficult to track was his seemingly endless success. He rarely answered questions about his age, and when he did, he replied with something like: "Age is a question of mind over matter. If you don't mind, it doesn't matter."

In 1971, Leroy "Satchel" Paige was given the ultimate honor, he was elected to join the very best in baseball history in the Hall of Fame.

9. C. Josh Gibson was a hitting powerhouse for the Negro Leagues. A tragic and legendary figure, Josh Gibson was the greatest power hitter in Black baseball, pounding out home runs with regularity despite playing most of his career in two of baseball's most cavernous ballparks: Forbes Field and Griffith Stadium.



He utilized a fluid, compact swing to hit for both average and power, and tales of his mammoth home runs became legend. In recorded at-bats against big league pitching, Gibson batted .426. He died just three months before the integration of baseball in the Major Leagues.

Baseball historians consider Gibson to be among the very best catchers and power hitters in the history of any league, including the Major Leagues, and he was elected to the Baseball Hall of Fame in 1972.

10. A. Charleston, South Carolina did not have a Negro League team.

<http://www.nlbm.com/>

<http://www.nlbm.com/about.htm>

<http://www.negroleaguebaseball.com>

<http://coe.k-state.edu/annex/nlbmuseum/history/teams.html>

<http://www.satchelpaige.com/bio2.html>

[http://en.wikipedia.org/wiki/Josh\\_Gibson](http://en.wikipedia.org/wiki/Josh_Gibson)

<http://baseballhall.org/hof/gibson-josh>





BTG  
DIVER-CIPE  
CORNER

Submitted by  
MAJ Eric Baptiste

CHICKEN PELAU



Pelau, which is also known as “cook-up,” is a dish from my homeland of Trinidad. I remember my parents cooking this as I was growing up and I liked it so much that as an adult I decided to copy my parent’s recipe and make it for my family. There are many different versions of this meal, but what I share with you is what I grew up with. First of all I have to let you know this is not a meal that will be done in five minutes. So, if you’re starving, you might want to grab a snack to hold you over until it’s done. From start to finish it should take about 2.5 hours.

### Ingredients & Cookware

Chicken (boned): breast, leg, or thigh	Wooden spoon	Cutting board
1 Tbsp Pure Vegetable oil	6 quart pot	Knife (big enough to cut bone)
2 ½ Cups Rice (Extra long grain enriched or brown whole grain)	6 quart bowl	
1 Tbsp Sugar		
Pigeon peas (15oz can)		
4 Tbsp Coconut milk (canned)		
1 Tbsp Seasoned salt		
Sprinkle coarse ground black pepper		
1 Tbsp Parsley flakes		
½ Tbsp Oregano		
1 Tbsp Browning & Seasoning sauce		
2 Tbsp Worcestershire sauce		
3 Tbsp Soy sauce		



### Instructions

1. Place chicken on cutting board, cut it into cubes and place the pieces in the 6 quart bowl.
2. Wash chicken thoroughly in the bowl. Drain most of the water, making sure to leave between ½ to 1 Cup to make your seasoned water (which will be used in a later step).
3. After washing the chicken, add all of the seasonings to the bowl with both the chicken and water (be sure all of the chicken has seasoning on it) and set aside.
4. Place 6 quart pot on stove. Add pure vegetable oil and heat on high.
5. Add sugar to the oil and stir until caramelized. **Note:** Be sure and have your exhaust fan on during this process.
6. Once sugar is caramelized, slowly add seasoned chicken (do not add the seasoned water at this time). **Note:** When adding chicken, the oil will begin to pop, but once the first chicken is in the pot, you’re home free.
7. Stir occasionally to ensure all pieces are coated (brown).
8. Cook chicken on medium/high for 30 minutes.
9. Slowly add the seasoned water to the chicken to ensure it does not stick to pot. Continue to add seasoned water to chicken until the chicken is cooked throughout.
10. Once chicken is thoroughly cooked, add pigeon peas, coconut milk and rice.
11. Cover and cook on medium/low until rice is tender. Stir often and add water when needed to prevent burning.
12. Once rice is soft/cooked (but not too soft), add additional salt for taste and enjoy.

