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ANNIVERSARY
COMMEMORATION



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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.

One's mind, once stretched by a new idea, never regains its original dimensions.

- Oliver Wendell Holmes

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SEP GROUP WEBSITE

<http://ne.ng.mil/DI/Pages/default.aspx>

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

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WARRIORS IN OUR MIDST

By BG Richard H. Dahlman, Assistant Adjutant General-Army

In 2013, the Pentagon ordered the Armed Forces to open all combat positions to women by 2016. Since then, the services have been assessing how they will determine the standards to accept women in these previously male only military roles. It's no secret that our military women, although not in combat specialty occupations, have been engaged in many combat roles for decades.

The Nebraska National Guard has only welcomed women in our ranks for some five decades, while encouraging them to compete for our top positions. In fact, out of the last four 92nd Troop Command Commanders, two of them, a proud 50%, were women. That demonstration of confidence and top performance follows through in the Joint Force Headquarters (JFHQ) in the full-time workforce. In the JFHQ, two of our directors are long-serving successful females at the top of their peer group, serving in the most demanding of roles. However, there are no females currently serving as a Sergeant Major in the Nebraska Army National Guard. In the Nebraska Air National Guard there is a competitive female presence in senior roles with three out of eleven Colonel positions and three out of eighteen Chief Master Sergeants positions where females are currently assigned.

Why all the fuss? Although success has been achieved as evidenced by the above examples, our fellow female service members are still not allowed in numerous Military Occupational Specialties (MOS) in the Army. That is what this call for change is all about. Of most significance, there has never been a female Soldier in the 1-134th

Reconnaissance Squadron (R&S). There are and have been many female members of the former 67th Area Support Group, the 67th Battlefield Surveillance Brigade and the 155th Air Refueling Wing (ARW). Yet no female has commanded those organizations. Although there are seven Air Force Specialty Codes (AFSC) not currently open to females, this is not a problem for the Nebraska Air National Guard, as females are allowed in all current 155th ARW AFSCs, where they serve today with distinction.

When given the opportunities, our fellow female Soldiers and Airmen have risen to the top of their organizations. With the recent changes, opportunity is coming to Nebraska that will allow female Soldiers to be in Combat Arms units.

As a result of Department of Defense changes, the 134th R&S opened up and assigned one female officer and two female enlisted senior noncommissioned officers. Now, with the newest female leadership and mentoring available to other females, all positions, unless further restricted by MOS, will be opened for competition by females in this previously closed unit. Although some positions are now open to females in this unit, not all positions are open yet. There is still a road



to travel as the 19D (Cavalry Scout) and 11B (Infantry) MOSs that dominate the ranks in this unit are closed to females. This will change when the Army opens MOS-producing schools to women. It is a step in the right direction. When the Army opens up these MOSs to our female Soldiers, Nebraska will be the first in line to send interested and qualified female Soldiers to school, and I have no doubt they will excel.

Know that I believe that the Nebraska National Guard leadership is excited and fully engaged to welcome this next step in allowing our finest service members to serve in roles where they can compete and succeed.



A LEADER'S GUIDE TO DIVERSITY

SERIES PART 2

By LaVonne Rosenthal

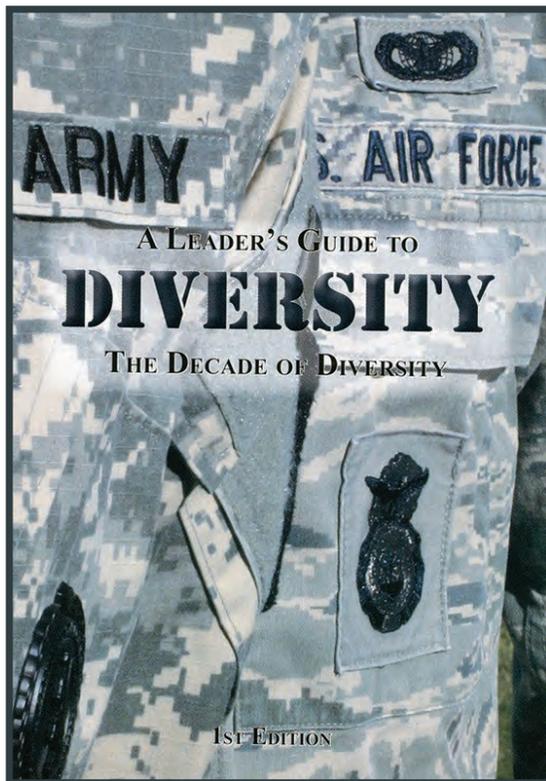
Leaders should influence others in such a way that it builds people up, encourages and edifies them so they can duplicate this attitude in others. ~Bob Goshen

This is our second in the series of presenting information provided in National Guard Bureau's (NGB) *Leader's Guide to Diversity* document. If you wish to have a copy of the actual brochure, please let me know and I can provide multiple copies.

MEASURING UP
Do you measure up to the *Leadership Code of Conduct*?

New officer and enlisted performance evaluations are now measuring an individual's support of Equal Opportunity (EO) and diversity. *The Leader's Guide to Diversity* presents the following checklist to compare your behaviors to, and can be beneficial in exceeding evaluation standards:

1. **Be the Leader.** Exemplify your values and attributes. Enforce fairly and consistently all the rules, regulations, policies, practices and procedures.
2. **Treat Others Fairly and Consistently.** Don't play favorites.



3. **Control your Emotions.** Don't lose control or take it personally.
4. **Be Confident in your Decision-Making.** Don't be afraid to make mistakes.
5. **Be Visible.** Get out in front, meet with your team, listen to their ideas and concerns and support your team.
6. **Set the Example.** Remember that your team will respond based on the example you set in the workplace, good or bad.
7. **Be a Good Listener.** Employ active listening skills to determine what the true issues are and how together you can find solutions.
8. **Accept Responsibility.** When things go well, recognize your team; when things go bad, assume the responsibility; fix problems, don't blame.
9. **Be a Mentor.** Help others reach their potential, prepare others for leadership responsibilities, grow your replacement; set and support high expectations.
10. **Communicate.** Use the right communication tool for the right situation; talk with people, not to them; repeat your important messages often and consistently.
11. **Share the Power.** Enable others to lead and assume the authority for the work that needs to be done; don't micromanage; don't withhold information as a way to exert power over others.
12. **Prioritize Your Work.** Set your priorities based on the greatest return on the investment for the effort relative to your organization's goals and objectives.

A Leader's Guide to Diversity continued from page 4

13. **Delegate.** Teach, coach and mentor so that others can do the work and take the initiative.
14. **Lead as You Want to be Led.** The Golden Rule applies equally to leadership.

Do You Measure Up?

MENTORING SUCCESS

Another section from the *Leader's Guide* to highlight is on mentoring. Mentoring is important because it is part of creating leadership excellence. It is the obligation and responsibility of senior leaders to ensure mentoring occurs. Mentoring also prepares Soldiers, Airmen and Civilians for increased responsibilities as they progress in their careers. Following are some key components of high quality mentoring:

- **Relevance** - Mentoring should be designed specifically to meet the unique mission of the organization and its members.
- **Top management support** - Senior leaders who recognize the importance of mentoring and visibly demonstrate their support through their words, actions and resources over the short and long term.
- **Personal fulfillment and achievement** - Both mentor and protégé should benefit.
- **Role clarity** - Mentors' and protégés' roles and responsibilities should be clearly defined and mutually agreed upon.
- **Variety** - Protégé should experience a wide range of learning activities and exposure to different and challenging environments.
- **Evaluation** - Processes are implemented to continually evaluate and refine the program and its components.
- **Intentional** - Successful mentoring is intentional and requires effort.

Who Is Mentoring You? Who Are You Mentoring?

DIVERSITY LEADERS

Successful leaders understand how to lead a diverse team. They establish and sustain the National Guard culture. Leaders

*Mentoring is a brain to pick,
an ear to listen and
a push in the right direction.
~ John Crosby*

*We make a living by what we get,
we make a life by what we give.
~ Winston Churchill*

appreciate and ultimately leverage the power of diversity within their teams to meet all Federal and State mission challenges.

Leaders who understand diversity:

- Recognize their own biases and prejudices.
- Step outside their personal comfort zone to learn more about others who may be different than themselves.
- Know and understand the members of their team beyond the obvious name, rank, skill identifier or military occupational specialty.

Leaders who appreciate diversity:

- Promote diversity concepts and principles with their teams, units and organizations.
- Hold others accountable for their diversity efforts within the team.
- Foster a leadership climate that respects the uniqueness and potential of everyone on the team.

Leaders who leverage diversity:

- Create diversity-based teams for special projects and problem-solving scenarios.
- Seek council and mentoring from others who are different in order to grow as a leader.
- Form subordinate staff and command teams based on diversity so diversity-based leadership permeates throughout the command.

ARMY & AIR FORCE – KEY ROLES IN DIVERSITY

Key Roles in Creating and Sustaining a Culture of Diversity

What does it mean to be a leader in an environment that champions diversity? Champions act as catalysts in institutionalizing diversity. A champion's role is to make certain the National Guard lives up to its commitment to embrace and value diversity. Champions of diversity are not alone; they act as role models – taking actions when appropriate and addressing behaviors when necessary. They capitalize on the best each person has to offer by empowering them with the opportunities, tools and support needed to develop and grow. Finally, diversity champions invite, encourage, inspire and promote greatness in the National Guard.

The following are position titles and a few examples of roles for those respective positions. For a full list of roles and positions,

Continued on page 20

MIDLANDS MENTORING PARTNERSHIP

By Lauren Murphy-Moore

Midlands Mentoring Partnership (MMP) is a backbone organization that partners with eleven mentoring agencies in the Omaha Metro area. MMP works with these organizations to help increase both the quality and quantity of mentoring relationships. Quality mentoring relationships in the community can lead to fewer teen dropouts, a decrease in teen substance abuse and fewer teen pregnancies.

In Omaha alone, there are 30,000 youth living under the poverty line. Of those 30,000, only 3,000 have been fortunate enough to gain the helpful guidance and support of a formal mentor. "Our youth can grow into responsible and contributing members of society with the right supports in place, and for only four hours a month, each of us can make a significant difference," said John Ewing, MMP Board Member.

Mayor Jean Stothert has encouraged Omaha citizens to learn more and take the necessary steps to become a mentor. MMP Board President, Julie Hefflinger said it best when she stated, "Regardless of your background or age, the greatest gift you have to offer a young person is your genuine interest in their life and your willingness to listen attentively to them. Mentoring experiences come in all kinds of shapes and sizes, but all mentors help young people achieve their potential and discover their strengths."

Seven-year-old Julius and his mentor, Jerry, first met when Creighton University's First Year Leadership Council came to visit *Kids Can*. Jerry is on a council of volunteers who dedicate



"The mind is not a vessel to be filled, but a fire to be kindled."

~Plutarch

MMP PARTNER ORGANIZATIONS:

Big Brothers Big Sisters of the Midlands
Girls Incorporated of Omaha
Hope Center for Kids
Kent Bellows Mentoring Program
Kids Can Community Center
Ollie Webb Inc.
Partnership 4 Kids
Release Ministries
TeamMates Mentoring Program
Youth Emergency Services
100 Black Men of Omaha, Inc.

their time every Wednesday to the after-school program. Julius knew about our mentoring program, and he really wanted a mentor. Julius asked Jerry to take on that role. Jerry agreed, and he began the application process. Before they were officially matched, Julius and Jerry utilized those Wednesdays as opportunities to get to know one another through mentorship. They have continued to build their relationship over the past three months. Julius and Jerry share similar personalities with their enthusiasm. We believe that they will continue to work well together in our mentoring program.

Midlands Mentoring Partnership encourages you to consider becoming a mentor. Mentors do not need to be perfect – they just need to be present. You do not need any special skills or educational background to be a good mentor. All you need is the willingness to lend an ear and provide advice and guidance. There are many quality mentoring programs in Omaha, and they all have different structures and serve different audiences. Whether one decides to do group mentoring, one-on-one, community-based, or school-based, there truly is a program for everyone!

Interested in becoming a mentor? Want to learn more about the programs you can volunteer for? Visit www.MentorOmahaNow.org to find out which program is best for you. You can also find more information and follow our campaign progress on Facebook, Instagram and Twitter.



POLISH SOLIDARITY DAY

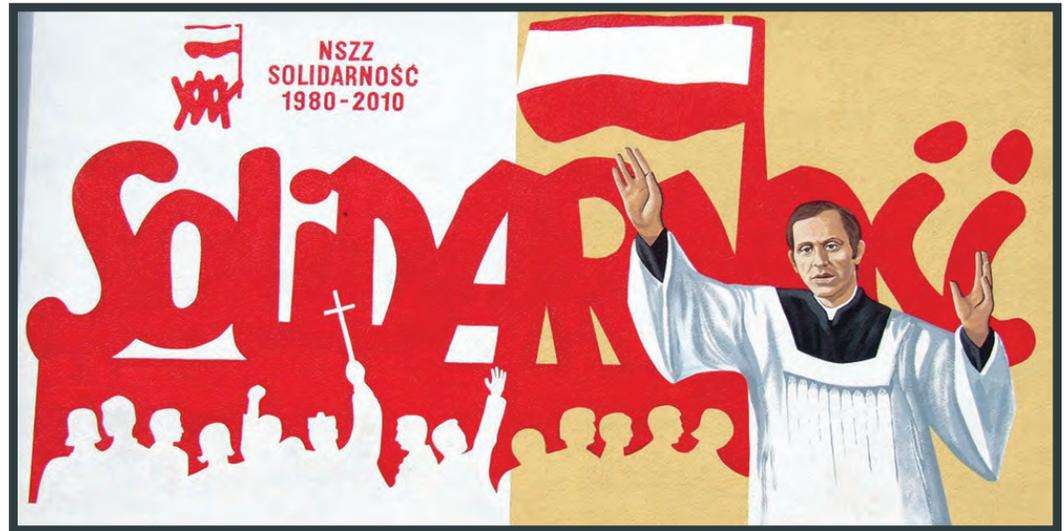
By Pam Makovicka

International Human Solidarity Day is celebrated every year on December 20. It is a day to celebrate our unity in diversity, a day to remind governments to respect their commitments to international agreements, a day to raise public awareness of the importance of solidarity, a day to encourage debates on the ways to promote solidarity and a day of action to encourage new initiatives for poverty eradication.

The concept of solidarity has defined the work of the United Nations since the birth of the organization. The creation of the United Nations drew the peoples and nations of the world together to promote peace, human rights and social and economic development. The organization relies on the solidarity of its members to maintain international peace and security.

Polish Solidarity Day is August 31, marking the day the Polish labor union was formed at the Lenin Shipyards in Gdansk. Over 17,000 workers staged a strike to protest rising food prices. An agreement between the strikers and the Polish Communist government was reached, allowing free unions to be formed independent of the Communist Party. This was instrumental in the eventual collapse of the Soviet Union and communism in Central and Eastern Europe. This solidarity movement received international attention, spreading anti-communism ideas and inspiring political action throughout the rest of the Communist Bloc.

At one point in the solidarity movement's success, a quarter of the country's population became members of this organization, including 80% of Poland's workforce, marking the only time in



history that such a large percentage of a country's population voluntarily joined an organization. Solidarity slowly transformed from a trade union to a full-on revolutionary movement, using strikes and other acts of protest to force change in government policies. The movement was careful to never use violence for fear of encouraging harsh reprimands from the government.

Solidarity changed the course of modern Poland. In 1980, the strikes used to protest martial law eventually led to the corrosion of an already crumbling country. When Mikhail Gorbachev assumed control of the Soviet Union in 1985, he was forced to initiate a series of reforms due to the worsening economic situation across the entire Eastern Bloc. These reforms included many political and social reforms and led to the release of hundreds of political prisoners connected with solidarity.

In 1989, Tadeusz Mazowiecki was elected as the first non-communist Prime Minister in Poland since 1945. Under Mazowiecki, communism had collapsed in Poland and within months the Wall

of Berlin would do the same. By 1991 the Union of Soviet Socialist Republics (USSR) had ceased to exist and all former communist territories in Eurasia (Eurasia is the combined continental landmass of Europe and Asia) became sovereign entities.

Solidarity's role in Polish politics today is limited and they have reverted to the more traditional trade unions. The solidarity movement is remembered for the hardships of its humble beginnings and celebrating the changes those hardships inspired across the continent.

Sources

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2014 HISPANIC HERITAGE MONTH FIESTA

By CW3 Jennifer Fotinos



September 24, 2014 was a very exciting day for the Nebraska Military Department. Our Special Emphasis Program Group centered the Hispanic Heritage Month Fiesta around a very special young lady who recently had the privilege of celebrating her fifteenth birthday with the traditional Quinceañera.

Lieutenant Colonel (LtCol) Mary Mangels, Nebraska Air National Guard (NEANG), a family friend, had the pleasure of introducing the guest speaker, Miss Jennica Martinez. LtCol Mangels attended the family's Quinceañera for Jennica, making the introduction very special when presenting her to the attendees.

The lunch was provided by Antoinette's Café. Antoinette's is located at the Joint Force Headquarters (JFHQ) building, Lincoln Nebraska. The café is very new to the Nebraska Military Department. Antoinette's provided a traditional Chicken Enchilada plate with rice and beans. The food was plentiful, filling and full of flavor.

This past summer in July, Miss Jennica Martinez celebrated more than just her fifteenth birthday. She celebrated one of the most important days in a young Hispanic girl's life with a Quinceañera. It is part of the Hispanic

culture to celebrate a young girls' coming of age on her fifteenth birthday. The celebration is a girl's transition into womanhood and gives thanks to God for His blessings, as well as presenting the young woman to the community. This is an event a young Hispanic girl looks forward to. As Jennica said, "even more important than a wedding or birthday." This celebration also honors the girl's parents, family and godparents who all play a major role in the celebration.

Miss Martinez enlightened us with a short history of a Quinceañera. The origination of the tradition dates back

to the Aztecs around 500 B.C., and later merged with the Spanish culture in the 1500s. The Quinceañera became a religious ceremony for these young girls. The celebration represents a young girl's maturity, and during the Mass she is rewarded with gifts which symbolize different baptismal promises. During the celebration the young girl wears a white, peach or pastel dress; the colors symbolize purity. Jennica's dress was white with bright colors draping down the back of the dress. Each gift she received had significant meaning. The crown/tiara represents royalty or a person of dignity and self-worth. This was put on by her grandmother. The cross necklace is a symbol of faith in God, herself and the world. The necklace is a forever reminder of her celebration. Other gifts received were earrings, a bracelet, flowers, last doll of childhood and several other items. There is one gift that touched my heart. The gift of high-heeled-shoes was given and placed on her feet by her father. The heels represent her becoming a woman and her dignity. When Jennica spoke about this gift it seemed to be one of the most moving moments for her father and her, along with the father-daughter dance.

As the young girl goes through her special day she is not alone. Jennica was escorted by 14 ladies and 14 male Chamberlains/Chamberlanes. Each of these individuals represents support and her never being alone. During the reception the male chamberlanes participate in a waltz which they shared with us during the luncheon.

As we went back in time with Jennica and she shared her Quinceañera, I could not stop thinking about how grateful we are as an organization to have such a special young lady, her family, friends, teachers and school administrators take time out of their day to share this event with us. It was an honor and privilege to learn about

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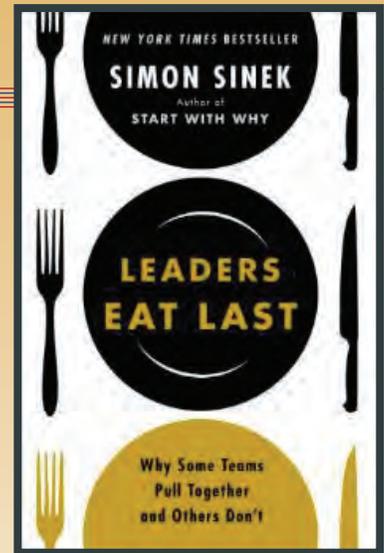
BOOK REVIEW:

LEADERS EAT LAST

WHY SOME TEAMS PULL TOGETHER AND OTHERS DON'T

Written by Simon Sinek; Penguin Group: New York, 2014

Review by LTC Troy Paisley



Simon Sinek's, *Leaders Eat Last*, is a refreshing read for those who roam the bookshelves for that thought-provoking book with a simple approach to understanding what makes successful organizations and their effective leaders tick. Ironically, the book's dust cover (off-white with an illustration of a table setting) would make the casual bookshelf idler think the work is a simple cookbook, yet to the inspired booklover the pages contain a simplistic recipe that the author has harvested from his experiences in some of the world's most affluent corporations and interactions with the American military.

The crux of Sinek's thesis is that success, in any human organization, be it in a tribe, a platoon or a multi-million dollar corporation, has a simple inherent root. Sinek, educated in anthropology, suggests the roots lay within our prehistoric ancestry, where early homosapiens constructed what he calls the *Circle of Safety*. This is a place where everyone's efforts within the circle were focused

solely on the group's livelihood, and at its core was a leader who championed the group's well-being. As a result, those within the circle felt a sense of safety and value, and in turn they became loyal members of the group enriching its ability to thrive.

According to Sinek, the modern era is no different. Indeed, this quick read is filled with Sinek's examples of how successful contemporary organizations follow this same primitive model. The title reveals one ideal example, which Sinek found in the U.S. military, where leaders eat last. Although seemingly trivial, this concept is a nugget of a golden culture filled with treasured values. The leader understands that in order to succeed they must form a circle and a vision, where every member feels safe, valued and will in turn sacrifice everything, even their lives, for the well-being and goals of the group.

Some might suggest Sinek's book is a replacement for Stephen Covey's *The 7 Habits of Highly Effective People*. As with

Covey, Sinek's simplistic approach for students of leadership and organizational betterment who are hungry for freshness is enticing. Yet, unlike Covey, Sinek's articulate and passionate TED talks* add to the deal. In the end, Sinek has added to the expansive shelves for those in search of lessons on leadership and team development. His insight is worth more than a fleeting look.

* <http://www.ted.com/search?q=Sinek> 

Hispanic Fiesta continued from page 8

the Hispanic origin and tradition of the Quinceañera. I would recommend that if you are invited to such a special event, you attend with honor.

More about the Quinceañera.

The Quinceañera begins with a Mass to give thanks for the completed childhood. The woman celebrating the birthday is seated at the foot of the church altar in an elaborate pink or white formal dress. Around the celebrant are seated her damas (maids of honor) and chambelanes (escorts). These people are usually

siblings, relatives or friends of the family.

After Mass, the elaborate party begins. The cake is the centerpiece of the celebration and matches the woman's dress, making it a marvelous decoration. There is music and dancing for all who attend. The celebration usually opens with the young woman and her father dancing a waltz. A formal dinner is featured at the party as well. Toasts are given during the event, at which people remark on the woman with pride and relate fond memories of her youth.

One of the most important parts of this

celebration is preparing young women for their roles in society. The mother and other adult women instruct the woman in her duties and responsibilities. They urge her to follow the correct path and remain true to her people and their traditions during her life.

People of Mexican descent, both here in the United States as well as in Mexico, are mindful of their rich heritage. Traditions and festivals are an important observance for families and the entire community. The Quinceañera is one of the most distinctive festivals of the Mexican culture. 



MOVIE REVIEW: A PLACE AT THE TABLE

Directed by Kristi Jacobson and Lori Silverbush; Starring Jeff Bridges; 2012

Review by SFC Jenna Schneider

A Place at the Table is a documentary that explores the issue of food insecurity within the United States. When this film was made in 2012, the United States was ranked worst among the International Monetary Fund's advanced economic countries on food insecurity. Being *food insecure* is defined as the state of being without reliable access to a sufficient quantity of affordable, nutritious food. The U.S. Department of Agriculture's website states that "the defining characteristic of very low food security is that, at times during the year, the food intake of household members is reduced and their normal eating patterns are disrupted because the household lacks money and other resources for food."*

The film opens in Collbran, Colorado, where the local pastor describes their town as close-knit and almost desperate. It is here that we meet Rosie, a fifth-grader who lives in what is described by her grandmother as a "two-family unit." It is not uncommon in Collbran for children to come back and live with their parents in adulthood. There are days when Rosie is so hungry, she imagines her teacher is a banana and her fellow students as apples or oranges. Her family relies heavily on the food program that their local pastor has put into place. Her mother works at a local diner, making roughly \$120 every two weeks; but because of the combined income of their household (mother, grandmother and grandfather) they do not qualify for public assistance.

Next we meet Barbie, a single mother



who lives with her two children in Philadelphia where one in six – or 30% of the population – is food insecure. Barbie has been without work for quite some time and in the beginning of the film she is on the food stamp program. Food stamp eligibility is based on total household income and to qualify the gross monthly income for a family of three cannot exceed \$2,144. The average food stamp benefit is \$3 per day. The amount that she receives usually is enough to feed her and her two children for three weeks. Every month she is faced with the same issue: how can she feed her two children and herself for four weeks, with three weeks' worth of food?

Next, the film discusses the issue of a food desert within the United States. The United States Department of Agriculture (USDA) defines a food desert

as "part of the country vapid of fresh fruit, vegetables and other healthful whole foods, usually found in impoverished areas." According to the film, approximately 23.5 million Americans live in a food desert and roughly 75% of food deserts are in urban areas.

Marion Nestle, the author of *Food Politics*, explains that the price of fruits and vegetables has gone up and the price of processed food has gone down. That being said, if you have limited money you are going to spend it on the cheapest food you can get.

She argues that the problem lies within what this country chooses to subsidize and what we don't. Farm subsidies were started within the United States during the Great Depression to help limit the overproduction of crops. Americans were

hungry and couldn't afford to pay for the food that was produced; therefore, farmers were left with large surpluses of food. Because of this, farm income fell and farmers began to default on their loans. The Franklin Delano Roosevelt

administration's New Deal stepped in and began to try and regulate farm output. Basically, if a farmer's output was too high, the government would pay them to leave a portion of their land uncultivated. This program was meant to assist this country during the Great Depression; but

"It specifically addresses our Country's hunger crisis. But it also speaks to larger hungers. Hungers for independence, a dignified life, a better chance for one's children – in short, The American Dream."
~Mary F. Pols, *Time Magazine*

Continued on page 11

NEBRASKA TRIVIA

1. A museum near Elm Creek is dedicated to what single line of cars?
 - a. Ford
 - b. Chevrolet
 - c. Dodge
 - d. Cadillac
2. In 1986, for the first time in history, two Nebraska women ran against each other for the governorship of the state.
 - a. True
 - b. False
3. What year did Omaha become the home of the College World Series?
 - a. 1946
 - b. 1948
 - c. 1950
 - d. 1955
4. The Naval Ammunition Depot, the largest U.S. ammunition plant that provided 40% of WWII's ammunition, was located in what Nebraska city?
 - a. Omaha
 - b. Hastings
 - c. Ogallala
 - d. Kearney
5. Dr. Harold Edgerton of Aurora is the inventor of what?
 - a. Kool-Aid
 - b. Parking Meter
 - c. Electron Microscope
 - d. Strobe Light
6. Nebraska has how many counties?
 - a. 91
 - b. 92
 - c. 93
 - d. 94
7. Which actor (and Nebraska native) took acting lessons from Marlon Brando's mother at the Omaha Community Playhouse?
 - a. Henry Fonda
 - b. Jimmy Stewart
 - c. Paul Newman
 - d. Johnny Carson
8. What is Nebraska's state motto?
 - a. Nothing Without Providence
 - b. Justice For All
 - c. The Crossroads of America
 - d. Equality Before the Law
9. Today Nebraska is known as the "Cornhusker State." What was its former "official" nickname?
 - a. The Centennial State
 - b. The Tree Planter's State
 - c. The Coyote State
 - d. The River State
10. Scottsbluff holds the distinction of being the highest point in Nebraska.
 - a. True
 - b. False

Trivia Answers on page 22

A Place at the Table continued from page 10 since 1995, and according to this film, the USDA has spent a quarter of a trillion dollars on farm subsidies.

Nestle explains that the problem lies within where the subsidies are going. She explains that a majority of these subsidies go to what she describes as "mega farming corporations." The farms that are subsidized (84%), produce the most common ingredients in processed foods (i.e., wheat, corn, rice and soy) whereas less than 1% of farms that produce fruits and vegetables are subsidized. The film suggests that this is because these producers are small, and they don't have the political clout that larger corporations do. That being said, the film makes it apparent that hunger and obesity go hand in hand – both are signs of having insufficient means to eat healthy.

Tom Colicchio, an American celebrity

chef, describes how the two issues – hunger and obesity – affect our public school systems. He explains that the U.S. government issues schools \$2.68 per child for free meals at school. After paying out for labor costs, the cost really amounts to about \$1.00 that is spent on food. That is definitely something that I will keep in mind when I am hitting the Starbucks drive thru for my latte. That latte costs more than a school receives in one week to feed a child.

Every five years, Congress reauthorizes the *Child Nutrition Act*, which determines funding and guidelines for school meals. This film takes the viewer through the steps that Congressman Jim McGovern, along with several women who are food insecure, took to increase the amount of government funding for the public school system's food program. After months of debate, Congress passed the *Healthy, Hunger Free Kids Act*, a bill that

amounted to a \$4.5 billion increase over the span of 10 years and a whopping \$.06 increase per meal. The main problem with this was that over half of the bill was paid for by cutting the food stamp program. In my opinion, this hardly makes sense.

This film gives us a poignant look at the problem that many people face on a daily basis and how the U.S. government has failed to eliminate the issues surrounding food insecurity. Since the Regan era, this country's administration has resolved to end the issues surrounding hunger within the United States, but every year there are more and more Americans who go without food. The film makes a good point in stating that charity helps with food insecurity, but it isn't a way to eliminate it. What this country needs is easier access to healthier food, and a means to provide it for our families.

*<http://www.ers.usda.gov/>



WEBSITE REVIEW:

Review by SFC Jenna Schneider

THE UNITED STATES OF AMERICA VIETNAM WAR COMMEMORATION

<http://www.vietnamwar50th.com/>

The United States of America Vietnam War Commemoration website lays out the commemorative program celebrating the 50th anniversary of the Vietnam War. It lists the program's objectives, provides an interactive timeline of events, gives its users an option to search for events nationwide, as well as provides program materials, such as the Objectives Poster, and Commemoration and Partner Program Fact Sheets.

ABOUT THE COMMEMORATION

In accordance with Public Law 110-181 SEC.598, the 2008 National Defense Authorization Act authorized the Secretary of Defense to conduct a program to commemorate the 50th anniversary of the Vietnam War and "in conducting the commemorative program, the Secretary shall coordinate, support, and facilitate other programs and activities of the Federal government, State and local governments, and other persons and organizations in commemoration of the Vietnam War."

The commemorative program will include activities and ceremonies to achieve the following objectives:

1. To thank and honor veterans of the Vietnam War, including personnel who were held as prisoners of war or listed as missing in action, for their service and sacrifice on behalf of the United States and to thank and honor the families of these veterans.
2. To highlight the service of the Armed Forces during the Vietnam War and the contributions of Federal agencies and governmental and non-governmental organizations that served with, or in support of, the Armed Forces.
3. To pay tribute to the contributions made on the home front by the people of the United States during the Vietnam War.



4. To highlight the advances in technology, science and medicine related to military research conducted during the Vietnam War.
5. To recognize the contributions and sacrifices made by the allies of the United States during the Vietnam War.

In addition, a flag and seal have been created just for this 50th Anniversary commemoration. Everything on the flag (pictured on front cover) has special meaning, as explained below.

"The United States of America Vietnam War Commemoration" is the official title given to the Department of Defense program in the 2008 National Defense Authorization Act. The traditional use of the color gold to signify a 50th Anniversary

was chosen for the phrase "50th Anniversary" and symbolizes the specific mission of the Department of Defense program as outlined in the Congressional language "to commemorate the 50th anniversary of the Vietnam War."

A representation of the Vietnam Service Medal (ribbon) rests below the inner rings.

The red, white and blue inner rings represent the flag of the United States of America and recognize all Americans, both military and civilian, who served or contributed to the Vietnam War effort.

The outer black ring serves as a reminder of those who were held as prisoners of war or listed as missing in action during the Vietnam War. The black ring surrounds the red, white and blue rings to call attention to their sacrifices, the sacrifices of their families and the defense of our nation's freedom.

Vietnam War Commemoration continued from page 12

Within the blue ring are the words Service, Valor and Sacrifice, virtues demonstrated by our veterans during the Vietnam War. The gold-rimmed white star located between the words "Service" and "Valor" represents hope for the families of those veterans for which there has not been a full accounting. The blue-rimmed gold star located between the words "Valor" and "Sacrifice" represents the families of those veterans who paid the ultimate sacrifice during the war. The blue star at the bottom of the inner blue ring represents the families of all veterans and symbolizes their support from home

At the bottom of the inner blue ring are six white stars, three on each side of the blue star. These six white stars symbolize the contributions and sacrifices made by the United States and its Allies, Australia, New Zealand, Philippines, Republic of Korea and Thailand.

The center circle contains a map of Vietnam in black outline relief, signifying both the country and the Vietnamese veterans who stood with our veterans. The subdued outlines of Cambodia, Laos, Thailand and surrounding waters represent the area of operation where U.S. Armed Forces served.

The green laurel wreath signifies honor for all who served.

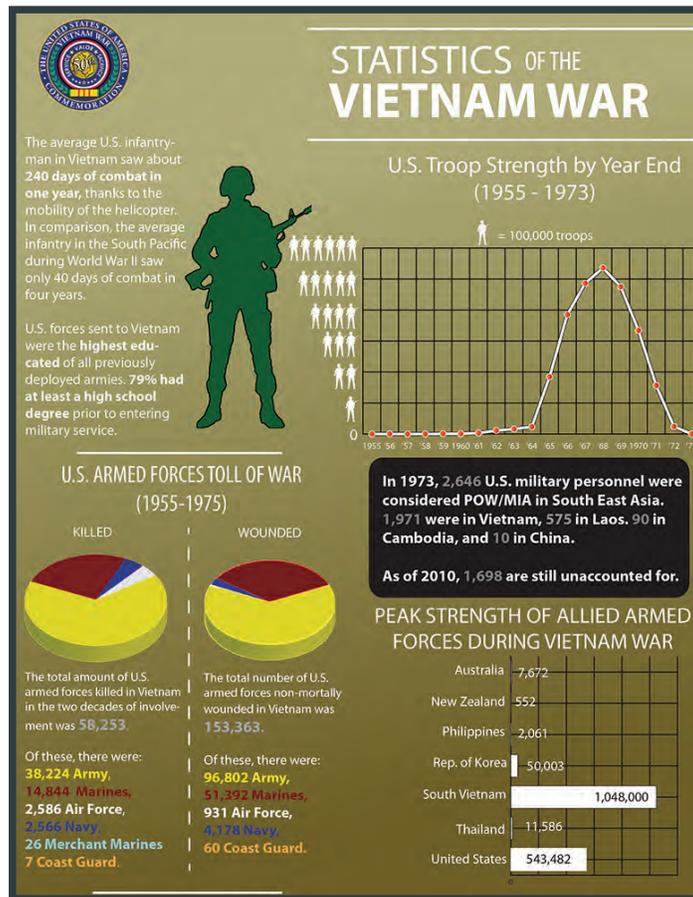
The phrase "A Grateful Nation Thanks and Honors You" is the personal message to each veteran, civilian, family member and all who served and sacrificed during the Vietnam War.

The seal's blue background is the same color as the canton in the United States flag. When placed next to the flags of World War II and the Korean War Commemoration flags, the Vietnam War Commemoration flag will signify the Vietnam Veterans taking their rightful place among generations of U.S. veterans.

You can also read about the description of the seal on the website which is similar to the description of the flag.

COMMEMORATIVE EVENTS

This area allows you to search for events nationwide. There is also an interactive map that indicates where past and upcoming events are scheduled.



HISTORY AND EDUCATION

The goal of the history and education effort is to provide the American public with historically accurate materials and interactive experiences that will help Americans better understand and appreciate the service of our Vietnam War veterans and the history of the U.S. involvement in the Vietnam War. Under this tab you can find different educational resources that include posters, fact sheets, primary sources (firsthand accounts) and maps.

INTERACTIVE TIMELINE

In addition, there is an interactive timeline that takes the user on a historical tour of the Vietnam War from 1945-1975. From September 2, 1945, when Ho Chi Minh declares independence from French colonial rule and announces the formation of the Democratic Republic of Vietnam, to

October 28, 1966, when Operation Tight Reign was launched, to April 30, 1975, when the American evacuation ended and Saigon fell to the North Vietnamese troops; the user can maneuver their way through major events during the Vietnam War.

Sample entries on the timeline:

June 27, 1950

President Truman Increases Military Aid

President Harry S. Truman announces an increase in military aid to pro-French forces of the Bao Dai regime. In July, the United States commits \$15 million in military aid to the French for the war in Indochina. American military advisers are to accompany the flow of U.S. tanks, planes, artillery and other supplies. Over the next four years, the United States will spend \$3 billion on the French war. By 1954, it will provide 80 percent of all war supplies used by the French.

November 15, 1961

First Official Campaign in Southeast Asia Designated

The first U.S. Air Force Southeast Asia campaign is designated "Vietnam Advisory Campaign," and covers November 15, 1961 to March 1, 1965. The Air Force will designate seventeen campaigns in Southeast Asia although combat actions start

Continued on page 21

AGENCY SPOTLIGHT



14

72ND CIVIL SUPPORT TEAM WEAPONS OF MASS DESTRUCTION

The 72nd Civil Support Team (CST)-Weapons of Mass Destruction (WMD) is a joint unit with 22 Title 32 Active Guard Reserve (AGR), with 18 Army and 4 Air Force personnel stationed in Lincoln, Nebraska. The unit's mission is to support civil authorities at a domestic Chemical Biological Radiological Nuclear Explosives (CBRNE) incident site by identifying CBRNE agents/substances, assessing current and projected consequences, advising on response measures and assisting with appropriate requests for additional support.

The 72nd CST is one of 57 CSTs in the National Guard. There is a CST in every state, D.C. and U.S. Territory with New York, California and Florida each having two. The CST is a Federally funded state asset that does not mobilize overseas. The CST has six sections: Command, Operations, Logistics/Administrative, Communication, Medical/Analytical and Survey. The CST can be deployed as an entire unit or as a smaller strike team based on specific capabilities needed to meet an incident commander's objectives.

The concept for CSTs started in 1998 when President Clinton announced that the nation would do more to protect its citizens against the growing threat of chemical and biological terrorism. A year later, the first ten CSTs were authorized and positioned in each of the 10 Federal



Emergency Management Agency (FEMA) regions. Over the next few years the additional 47 teams were rolled out in phases. In March 2004, the Secretary of Defense approved Phase IV teams which included the Nebraska 72nd CST.

As the unit stood up, each member had to complete 600-800 hours of technical training to become qualified in their positions. Training was conducted by both civilian and government agencies. Simultaneously, the unit was fielded state-of-the-art detection equipment that required additional operator training. Once the team was fully manned,

equipped and trained in October 2006, the Secretary of Defense certified to Congress that the team was proficient in all mission requirements.

Due to the adversaries' asymmetric threat, training is ongoing for all team members. Each team member must maintain a technician level Hazardous Material (HAZMAT) certification. This is done by conducting regular training exercises with civil authorities and other CBRNE organizations, as well as through continuous education, both civilian and military courses. All 22 members of the 72nd CST are National Incident Management System (NIMS) compliant, meaning they are able to work seamlessly with civilian authorities. For example, some of the local, state and federal agencies the 72nd CST works regularly with city fire departments, Nebraska Hazardous Incident Team (State Patrol asset), Nebraska Department of Environmental Quality, Federal Bureau of Investigation and the Department of Energy. Training with these agencies helps the CST remain familiar with their procedures and capabilities, increasing our ability to work together on scene when responding to an incident.

The 72nd CST is on call 24 hours a day, 7 days a week, ready to respond

Continued on page 15



AGENCY SPOTLIGHT

72nd CST Agency Spotlight continued from page 14

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.

to a CBRNE incident. The advanced echelon (ADVON) must deploy within 90 minutes from receiving a call-out notification from the Joint Operations Center (JOC). The ADVON generally consists of personnel and vehicles from the Command, Survey and Medical sections. The main body must be ready for deployment within 180 minutes, and includes additional personnel and equipment from Survey, Operations, Communications and Analytical.

The 72nd CST provided real world strike team support to Hurricane Katrina in 2005, as well as to the Wellnitz Fire in northwest Nebraska and southwest South Dakota in 2012. The entire unit responded to Hurricane Ike in 2008, and to a chemical incident in Fairbury, Nebraska, in 2012.

In addition to serving as an immediate CBRNE response capability, the CST can also be requested to serve as a preemptive CBRNE capability

during high risk events. These are called stand-by missions. Some of the stand-by missions the 72nd CST has supported are Super Bowl XLV, Super Bowl XLVII, home Husker football games, the 2013 Lincoln Marathon, the College World Series, Olympic Swim Trials and the Republican National Convention. During these events, the 72nd CST works closely with the local fire departments and law enforcement agencies to help ensure public safety and provide recommendations in regard to CBRNE threats and control measures.

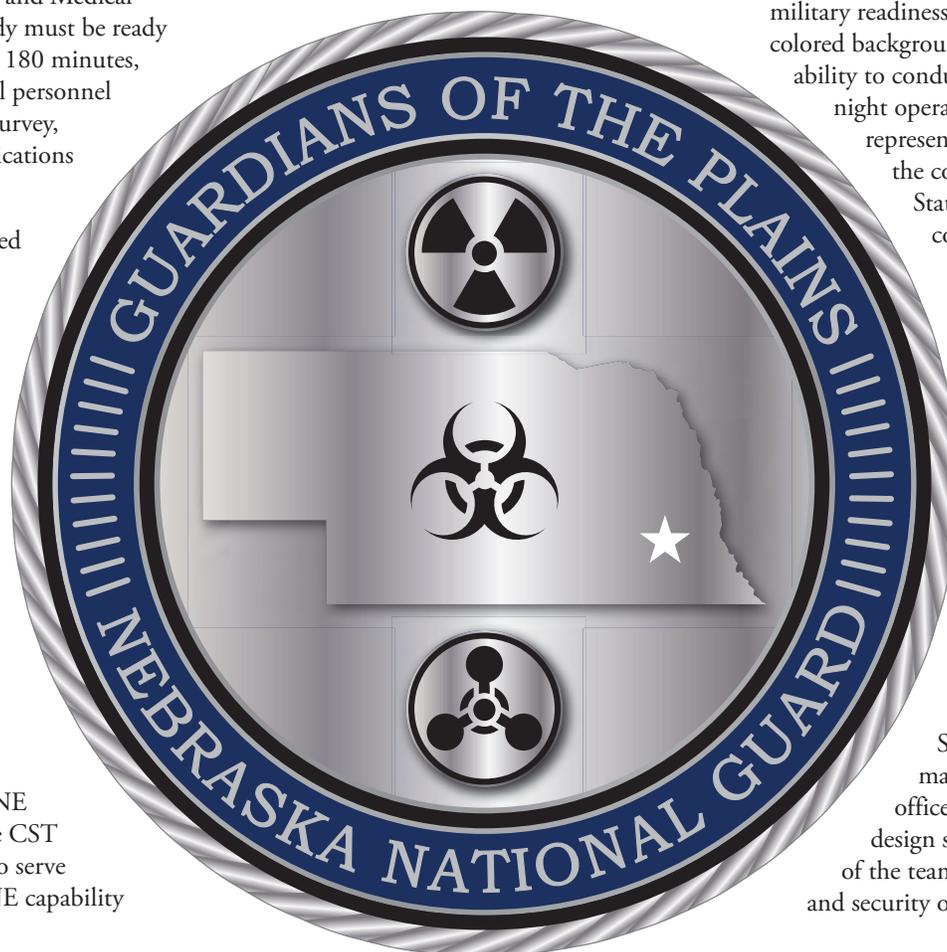
Day-to-day, the CST conducts countless assist missions, providing subject matter expertise to organizations and agencies. An assist mission is any interaction with civil authorities or agencies that provides advice, education or assistance in managing a CBRNE incident. These missions can range from a complex

exercise to answering CBRNE concerns and questions over the phone.

The CST stands ready at all times to assist civilian authorities.

Unit coin: The 72nd CST-WMD specialized capability is to respond to chemical, biological, radiological or nuclear (CBRN) incidents. The CST-WMD is the initial military response to any WMD attacks. Each WMD-CST is the first unit sent to assess the situation, provide advice and support to civil authorities. These traits are embodied on the 72nd CST's coin, a two inch silver coin with azure, black and white hand embellishing. On the front of the coin the dragon represents the CST's core competencies as Chemical Soldiers. The tip of the dragon's tail is a spear representing the 72nd CST as the "Tip of the Spear." The dragon's coiled tail represents the organization's heightened military readiness posture. The azure colored background signifies the unit's ability to conduct continuous day and

night operations. The two stars represent the Adjutant General, the command level in each State. On the back of the coin the 72nd CST's motto *Guardians of the Plains* authenticates their commitment to defend the Heartland of America. Inside the Nebraska outline the single white star represents the unit location in Lincoln, Nebraska. The 22 stripes between the motto and the words Nebraska National Guard represent the 22 Soldiers and Airmen who make up the CST, both officer and enlisted. The total design signifies the importance of the team's mission to the peace and security of the State of Nebraska.





SEP MEMBER HIGHLIGHT

CW3 CHAD BRUCE

Human Resource Technician

I grew up in the small southwest Iowa town of Glenwood. I am the second of three children, having both an older and younger sister. I was the only boy. My parents both worked full-time jobs, so at a young age, my sisters and I learned what responsibility was through our daily chores and being able to pull our weight around the house. While both of my parents worked full-time, my mother would leave for work at 4 o'clock in the morning to make sure she was home when we came home from school. Meanwhile, dad made sure we were heading to school before he left the house most days of the week.

As I was heading into my freshman year of high school, my dad was transferred to Austin, Texas, as an employee of IBM. The small town of Glenwood, Iowa, had a population nearing 5,000 residents in the late 1980s. My new high school had an enrollment of more than 2,600 students. I was instantly thrown into a school more than half the size of my hometown! This was my first experience with different races, cultures and societies. A couple times a year my family would take day trips to Laredo, Texas and Nuevo Laredo, Mexico. Each trip held a different experience and was an adventure building a foundation of cautious curiosity for the future.

As my dad's temporary transfer came to an end, we were able to move back to Glenwood where I attended the second semester of my junior year and ultimately



RAGBRAI with a bicycle team out of Council Bluffs, Iowa. RAGBRAI is the Register's (Des Moines) Annual Great Bicycle Ride Across Iowa. While I am not a

great runner, I do enjoy the environment of various races and events. This year I completed the Lincoln and Omaha half-marathons with a couple of great friends.

Over the last few years, my wife has started a non-profit called *The Root Cause-Haiti* where she works with Haitian farmers, doctors and business members along with various universities and foundations in the United States. Our goal is to help Haitians gain and sustain a self-supporting environment through education and training. As recent as September/October 2014, Amy and I led a couple from the Czech Republic on their first trip to Haiti. Part of our mission is to assist people with the desire to help and those already working or living in Haiti make contact to further the work in that country.

While I see my military career coming to a close in the next few years, I am full of energy and eagerness to begin my next adventures. I will soon complete a Masters in Business Administration and plan to use my degrees and experience in the military and humanitarian work as a catalyst for that next great adventure. 

graduated with my original class. It was during this time that I contacted the local Army National Guard Recruiter, Sergeant First Class Larry Leet, to discuss a possible way to pay for college. On January 8, 1993, I became the newest member of the Iowa Army National Guard as part of Company B 1-168th Infantry. Throughout the next three plus years, I figured out I was not the "ideal" infantry Soldier and through a random act of running my mouth, in August 1996, I was hired on as a production Recruiting and Retention Noncommissioned Officer (NCO).

Almost twenty years later, I work full-time in Lincoln for the Nebraska Army National Guard as the 92nd Troop Command Human Resources Technician. I have been married to my beautiful wife Amy for nearly 18 years and we have two outstanding daughters, Savanna 14, a freshman in high school and Emma 11, in sixth grade.

In my spare time I enjoy running and riding bicycles with family and friends. The highlight of my summer (the third week of July) is when I participate in



SEP MEMBER HIGHLIGHT

SMSGT STUART STOFFERAHN

Recruiting and Retention Superintendent for the Nebraska Air National Guard

I grew up in South Dakota, where I lived on a farm until I was 11 years old, and then our family moved to Pierre, South Dakota, where my dad began his career in politics. In anticipation of steep tuition bills from Augustana College in Sioux Falls, South Dakota, my dad took it upon himself to hog-tie me, duct-tape my mouth, and haul me into the recruiting office at the South Dakota Air National Guard office, where I took the oath of my own free will. I thank him each and every day for the best decision he ever made for me.

I am the Recruiting and Retention Superintendent for the Nebraska Air National Guard (ANG), and in that capacity, I oversee all recruiting and retention programs for the state. I am also a certified K-12 vocal music education teacher and certified as a K-12 administrator for the State of Nebraska. I am currently working on my doctorate in Educational Leadership with a focus on mitigating the effects of poverty on student achievement. I have worked as a teacher, a church worker, and for the last 27 years as a member of the Air National Guard, both full and part-time.

The Air National Guard has been a part of my life since November 26, 1986. It goes with me wherever I go, and in some way, it is a part of everything I do. I would not be where I am today without the skills, knowledge and guidance gained from my membership in this organization. The Law of Reciprocity essentially states that when you receive something unexpected or something that is more than you expected, there is an intrinsic desire to give back or to make equal in some way. The opportunity to give back to the organization that had given me so much came in the late

fall of 2001, when I saw the posted position for a Nebraska Air National Guard Production Recruiter. It was an opportunity not only to tell my story to the next person, but also to be involved with life-changing decisions over and over again - in addition to having a direct influence on the sustainability of the organization that had given me so much. And now I have the humble privilege of shaping the vision of the entire Nebraska ANG Recruiting and Retention program. As a not-so-insignificant side note, I want to again thank MSgt Alden Harriman. He is the Old Man of the Nebraska Air Guard Recruiting and Retention team, and he deserves the credit for establishing the firm foundation upon which the team sits today.

Beyond work, my passion lies in volunteering for organizations that focus on caring for those who are most in need. I commit time to Project Homeless Connect, Rentwise, Junior Achievement and Tabitha Hospice Care where my Golden Retriever, Buckley and I are trained hospice care volunteers (although I admit that Buckley really does all the work). My interests run the gamut, and on any given weekend, I could be watching the Packers dominating an opponent in the afternoon (GO PACK!) to taking in a symphony or ballet that evening. If it is life-enriching, I am interested!

I am 45 years old, and I am just hitting my learning stride. I have never been more curious about people, places, and things. I watch stuff like *How the Universe Works*, *Blue Planet*, *Brain Games*, *Going Deep* with David Rees, *Through the Wormhole* with Morgan Freeman, etc. I have become a voracious reader;



something I was certainly not while I was in my teens and twenties. I enjoy writing, but usually only when inspiration pushes me to do so. I am a classic introvert with some extroverted tendencies. I absolutely love to cook – to the point of including presentation in the dishes I prepare (my son won't admit how much he appreciates good food AND a good presentation).

I spend all of my money feeding my 17-year-old senior, Paul, and my poor college son, Zach, who will FINALLY graduate this spring with his Master's Degree in Architecture. Come on Spring!

Last little tidbit about me - I used to teach ballroom dancing. Not the silly stuff you see on *Dancing With the Stars* – I'm talking the good stuff that paired up well with the sounds of the Big Bands of the 1930s and 1940s. Nothing like a good polka or waltz, and around here, there is no shortage of good polka bands!



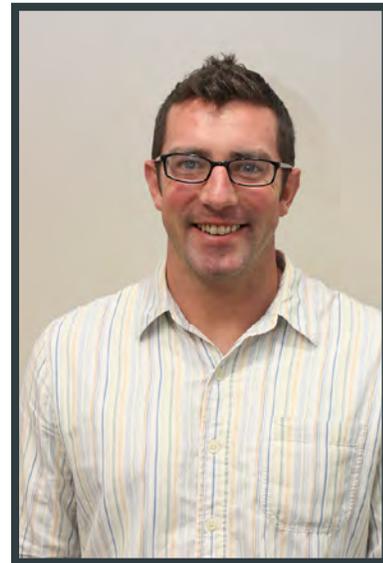
A VIEW OF DIVERSITY FROM WHERE I STAND

“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 is about taking our different perspectives, backgrounds and strengths, and applying them in accordance with our military core values to make the entire organization better and stronger. It is about using our unique set of skills to most effectively contribute to something bigger and more important than our own individual needs and wants.

Robert E. Hargens
Colonel
155th Air Refueling Wing Maintenance Group Commander
Nebraska Air National Guard



Plywood is a great example of how diversity works. Engineers know that with opposing grains you get more strength and flexibility out of a smaller piece of lumber. Like plywood, when we are different we are greater than the sum of our parts. That’s how this simple Nebraska kid sums up diversity.

Brandon Burton
Exercise Training Officer
Nebraska Emergency Management Agency
Captain, Commander, 623rd Engineer Company, NE ARNG



Diversity – I looked it up in the *Encarta Dictionary*. It states:

1. A variety of something such as opinion, color or style.
2. Ethnic variety, as well as socioeconomic and gender variety, in a group, society or institution.

To me diversity is simply, The United States of America – The Great Melting Pot.

It is an experiment that started over two hundred years ago, and continues to go strong. We continue to add to the pot, but once we add to our pot, we can never take away its flavor. For that reason I love this great Country.

SFC David Godoy
State Recruiting & Retention Battalion
Army Medical Department Technician



Review by SFC Jenna Schneider

RESTAURANT REVIEW: THE BLACK CROW

405 Court Street, Beatrice, Nebraska; 402-228-7200

Hours: Tuesday through Saturday: 11:30 am – 2:00 pm; Dinner 5:30 pm – 10:00 pm

<http://www.blackcrowrestaurant.com/index.html>

Okay, Beatrice, you may have yourself a gem. Whenever I am in a new town, or a town that I don't visit frequently, I rely heavily on Yelp or Trip Advisor for my dining options. Luckily, The Black Crow has quite extensive reviews on both, and was a pleasant surprise to add to my dining experiences.

FOOD

While their menu isn't overwhelmingly enormous, The Black Crow has a good variety. They feature several different types of salads, pasta, pizza and proteins that include beef, lamb, pork, seafood and even duck. Appetizers include Steamed Mussels, Cajun Barbequed Shrimp, Baked Stuffed Brie, Black Angus Beef Tips in an Asian Soy Glaze, Oysters on the Half Shell and more. Salad additions include Dried Cranberries and Gorgonzola Cheese Crumbles, Smoked Salmon and Sirloin Steak. Pasta selections are comprised of Seafood Provencal, Mushroom Ravioli with Beef Tips, Fussili Pasta Chicken and Mediterranean Shrimp Pasta. The main entrees are just as elaborate and are worth the trip. They also pride themselves in their extensive wine list.

During our visit we started with the bruschetta (\$7.95), which features homemade Italian sausage seasoned with garlic and fennel, sautéed with fresh tomato heaped on a slice of French bread, topped with mozzarella and baked. While it wasn't your typical



bruschetta, it was still pretty enjoyable. I ordered the mushroom ravioli with beef tips (\$18.95), which features tender beef tips sautéed with garlic, rosemary and fresh mushrooms, tossed with the ravioli and topped with fresh parmesan. The price for the entrée was a bit high, but the meal was prepared very well and utilized fresh ingredients and was definitely something I would consider ordering again if the opportunity presents itself (and I find myself in Beatrice again). My husband ordered the roasted pork chop, topped with apple sauerkraut, served with

fresh green beans and sweet potato mash for his sides (\$19.95). The pork chop was somewhat over-cooked and the sauerkraut didn't really taste like sauerkraut, but it was an interesting blend of flavors and the sweet potato mash was a nice change-up from your typical mashed potato variety.

ATMOSPHERE / SERVICE

Nestled in downtown Beatrice, The Black Crow's storefront is clean and well maintained. Unfortunately there are a multitude of empty, dilapidated buildings sitting adjacent. Don't let that deter you from visiting. Upon entering the restaurant it is very evident that the owners pride themselves in providing an enjoyable experience for their patrons. The restaurant also has a party room. Their servers are professional and well versed on the drink and menu items.



Leader's Guide to Diversity continued from page 5

please see the complete *Leader's Guide*.

TAG & ATAG'S ROLE IN DIVERSITY

- Have a clear vision and relentlessly pursue it.
- Fearlessly take on people, issues and challenges.
- Provide resources and support for diversity initiatives.
- Be visible and participate in diversity initiatives.
- Inspire excellence – engage the organization in achieving and delivering their best.
- Encourage candid communication around the topic of diversity.

COMMANDER'S ROLE IN DIVERSITY

- Act with honor and character and deal with tough issues immediately by talking straight.
- Develop trust by fostering environments of open communication.
- Ensure a safe climate for people to be productive.
- Support the organization's direction on diversity in words and actions.
- Set the example by being highly visible and participatory in base-wide and community events that promote diversity.

COMMAND SERGEANT MAJOR'S & COMMAND CHIEF'S ROLE IN DIVERSITY

- Make and embrace change by fostering environments of communication.
- Remain highly visible to team members.
- Understand how diversity affects leadership, teamwork and your goals.
- Be a mentor to many and build diverse networks.
- Identify barriers to readiness, training, utilization, morale, technical and professional development and quality of life of all enlisted members in the organization.

FIRST SERGEANT'S ROLE IN DIVERSITY

- Ensure all are provided feedback for growth and mentored for future opportunity.
- Ensure that recognition and awards programs are fair and equitable to all Soldiers, Airmen and Civilians.

Unless we think of others and do something for them, we miss one of the greatest sources of happiness. ~Ray Lyman Wilbur

Combined Army & Air Values

Loyalty

Duty

Respect

Selfless Service

Honor

Integrity

Personal Courage

Excellence

- A role model in actions, words and deeds in the area of diversity.
- Educate unit personnel on diversity initiatives and promote diversity in briefings.

UNIT MEMBER'S ROLE IN DIVERSITY

- Develop your training skills to develop others.
- Continually develop your leadership skills by reading leadership and diversity books, achieving a higher level of education and actively participating in training.
- Demonstrate behavior consistent with a clear and visible set of values and beliefs.
- Communicate diversity related issues to all members.
- Be disciplined and build positive morale.
- Deliver on your promise – focus on the job to be done.
- Actively coach and mentor your people.
- See opportunities to engage in discussions regarding ideas for improvements.
- Treat differences fairly and equitably.
- Speak up – make your voice heard.
- Focus on building trust with others.
- Build relationships and focus on being a good team member.
- Bring energy, enthusiasm and positivity to your day.
- Demonstrate moral courage in holding self and others accountable.



Vietnam War Commemoration continued from page 13

before the first official campaign and after the end of the last campaign.

December 26, 1961
First U.S. Prisoner of War (POW)

Specialist 4 George Fryett, a clerk for the Military Assistance and Advisory Group-Vietnam, is captured by Viet Cong troops while riding his bicycle on the outskirts of Saigon. Fryett, the first U.S. prisoner of war in Vietnam, would be released six months later.

May 7, 1965
First Ground Combat Unit Deploys to Vietnam

The first U.S. Army ground combat unit—the 173d Airborne Brigade—deploys to Vietnam from Okinawa and takes up station at Bien Hoa Airbase near Saigon.

March 26, 1966
U.S. Peace Groups Protest Draft, War

Several peace groups in the United States protest. In succeeding weeks, there are demonstrations against the war on college campuses, at draft boards, and in Washington, D.C.

July 6, 1966
American POWs Marched Through Hanoi

Fifty-two American prisoners of war are marched through the streets of Hanoi by their captors and are battered and bloodied by the many thousands of spectators. The event provokes widespread condemnation in the United States and produces shock waves at home and abroad that compel the Johnson administration to come to grips with the prisoner of war issue as a day-to-day problem.

September 6, 1966
U.S. Marine Corps Recruits Women

The U.S. Marine Corps asks women Marines to volunteer to serve in the Far East. By February 1969, more than 100 women are stationed in Japan and Vietnam.

October 12, 1972
Race Riot Aboard the Aircraft Carrier Kitty Hawk

While the ship sailed between the Philippines and Vietnam, Black Sailors on the aircraft carrier Kitty Hawk attack White Sailors, and a race riot ensues that resulted in 60 injuries among the crew. The riot sparked racial unrest on other ships in the fleet, and over the long term precipitated many equal opportunity reforms in the Navy.

February 12, 1973
Operation Homecoming Airlifts POWs to Freedom

A C-141, the “Hanoi Taxi,” airlifts the first American prisoners of war to freedom from Gia Lam Airport in Hanoi, North Vietnam. From 12 February to 4 April 1973, C-141 missions would fly POWs home from North Vietnam as part of

Operation HOMECOMING. There are 579 men released in all, including 557 military personnel and 22 civilians.

April 30, 1975
Vietnam War Ends as Saigon Falls to the Communists

The American evacuation ends. Saigon falls to the North Vietnamese troops, and organized South Vietnamese resistance to the communist forces ends. President Duong Van Minh announces the unconditional surrender of the Republic of Vietnam.

COMMEMORATIVE PARTNERS PROGRAM

This tab explains the partner program as it was designed for federal, state and local communities, veterans’ organizations and other nongovernmental organizations to assist a grateful nation in thanking and honoring our Vietnam Veterans and their families. Commemorative Partners are encouraged to participate in the Commemoration of the Vietnam War by planning and conducting events and activities that will recognize the Vietnam Veterans and their families’ service, valor and sacrifice.

Events and activities should be dignified, memorable occasions that show a sensitivity and appreciation for the solemnity of war and the losses suffered by many. Commemorative Partners should communicate how their events will achieve the Congressionally-mandated objectives of the program.

The section explains the importance of the activities, and how each should meet one or more of the congressionally-mandated objectives of the program.

For those interested in becoming a Commemorative Partner, one must submit an application and signed statement of understanding and conduct two events each year from 2015-2017. Applications and statements of understanding can be found under this tab. Here, you can also find a listing of current Commemorative Partners across the country.

STRATEGIC COMMUNICATIONS

This tab contains an interactive media center. Included in this tab are videos of Vietnam War Commemorations, news and press releases, photo galleries, as well as speeches, remarks and transcripts that include President Obama’s and The Honorable Chuck Hagel’s Memorial Day speeches given at the Memorial Wall (Washington, D.C.) in 2012.

Editor’s note and thoughts: It is past time to say thank you to the Vietnam Veterans. This website is a way to thank them for what they did; for the sacrifices they made to this nation. No one should be spit upon for doing their duty for their country. Many of the videos on this website brought tears to my eyes. To see the looks on the faces of the men who went through so much in Vietnam, only to come home to ridicule and dissent, to now being honored for all they sacrificed, is truly humbling. I thank ALL VETERANS for their sacrifices, to give me and my family an opportunity to be free, to be who we are and to be able to stand up for freedom. Thank You. 

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NEBRASKA TRIVIA ANSWERS



1. B. Chevrolet. For farmer and owner Monte Hollertz, it started out as a dream, a personal collection of old Chevys, bicycles, motorcycles, posters, model cars, etc. His collection started with a Chevy Coupe in 1972 and he's been collecting and restoring Chevys ever since. Monte says that he can remember just about every one of the cars and what he paid for it. He also says there is a story behind each of them; one was even used as a getaway car in a bank robbery. The museum opened its doors in 1975. A reviewer of Chevyland writes "it's an outstanding collection of old cars, motorcycles, bicycles and memorabilia. Everything in there belongs to Monte and many vehicles are his restorations... It is a great example of Americana that won't be around forever. This is certainly one of the best attractions I have ever come across, and it's hidden in a cornfield in Nebraska."

fact that two women were running for the position. In a race decided by only 24,000 votes, Orr went on to defeat Boosalis in the November general election and became the first female Republican governor in the country.



3. C. The College World Series (CWS) was first played in Omaha in 1950. The first CWS was played in Kalamazoo, Michigan in 1947; and then again in Kalamazoo in 1948. In 1949 it moved to Wichita, Kansas. The rest is history...



2. A. True. In 1986, former Lincoln Mayor Helen Boosalis (Democrat) and State Treasurer Kay Orr (Republican) won their respective primaries and put Nebraska on the map with the first woman-against-woman governor's race in the United States. Boosalis won the Democratic nomination with 44% of the vote and Orr took the Republican nomination with 40% of the vote; both winners stated that "issues" would decide the outcome of the election, not the



4. B. Hastings, Nebraska was home to the largest of four (the others being Oklahoma, Indiana and Nevada) Naval Ammunition Depots (NAD). Construction began in 1942. Once completed it covered almost 49,000 acres of land in Adams and Clay County. Built for a cost of \$71 million, the NAD had 207 miles of railroad track, 247 miles of roads and 2,200 buildings – including 10 miles of distinctive "igloo" bunkers. The Hastings NAD assembled, stored and loaded ordnance (weapons and ammunition), and at one point during WWII produced nearly 40% of the Navy's ordnance including their 16-inch shells. In December 1958, closure of the site was ordered and needed to be concluded no later than June 1966. The land and some of its buildings are now being utilized by Central Community College, Hastings East Industrial Park (HEIP), a golf course, the

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Nebraska Trivia continued from page 22

U.S. Department of Agriculture Meat Animal Research Center and Greenleaf Training Facility for the National Guard and Reserve.

5. D. The electronic strobe light stroboscope was invented in 1931 by Dr. Harold "Doc" Edgerton when he made use of a flashing lamp to study machine parts in motion. Later he used very short flashes of light as a means of producing still photographs of fast-moving objects, such as bullets in flight. Harold Edgerton was born in Fremont in 1903 and grew up in Aurora, Nebraska. In 1925 he received his bachelor's degree in electrical engineering from the University of Nebraska-Lincoln and then went on to earn a master's degree at the Massachusetts Institute of Technology (MIT) in 1927. It was while a professor at MIT that Edgerton was credited with transforming the use of the stroboscope into a common device rather than just a laboratory instrument. Named for "Doc" Edgerton, the Edgerton Explorit Center in Aurora exists to encourage and foster the joy of scientific discovery and exploration through hands-on learning experiences.



Kool-Aid got its start in Hastings, Nebraska. This internationally known soft drink mix, now owned by Kraft Foods, actually started out as a liquid concentrate called Fruit Smack, invented by Edwin Perkins.

The world's first parking meter, known as Park-O-Meter No. 1, was installed on the southeast corner of what was then First Street and Robinson Avenue in Oklahoma City, Oklahoma on July 16, 1935. The parking meter was the brainchild of a man named Carl C. Magee, who moved to Oklahoma City from New Mexico in 1927.

The electron microscope was co-invented by Germans, Max Knoll and Ernst Ruska in 1931. In this kind of microscope, electrons are speeded up in a vacuum until their wavelength is extremely short, only one hundred-thousandth that of white light. Beams of these fast-moving electrons are focused on a cell sample and are absorbed or scattered by the cell's parts so as to form an image on an electron-sensitive photographic plate.

6. C. Nebraska has 93 counties. The largest and smallest (in square miles) being Cherry County and Sarpy County, respectively. Population-wise, Arthur County holds the distinction of being the smallest county in Nebraska and

fifth smallest in the U.S.; 2010 census population was 460 people. The top three for population are Douglas, Lancaster and Sarpy Counties. In 1922, Nebraska established a county-coding system for its license plates. These were one or two-digit prefixes based on the population ranking of the counties at that time. In 2002, the Nebraska Legislature discontinued the 1922 system for Douglas, Lancaster and Sarpy Counties.

7. A. Henry Fonda was born May 16, 1905, in Grand Island, Nebraska. Fonda started acting at the Omaha Community Playhouse with a local amateur theater group where he was directed by and shared the stage with Marlon Brando's mother, Dorothy Brando. By the late 1920s, Fonda made acting his full-time career; appearing on stage with the Cape Cod University Players and then on to Broadway. His first major roles on Broadway included *New Faces of America* and *The Farmer Takes a Wife*. His Hollywood career spanned almost 50 years and he will be remembered for his roles as Abe Lincoln in *Young Mr. Lincoln* (1939), Tom Joad in *The Grapes of Wrath* (1940), and Norman Thayer in *On Golden Pond* (1981).



8. D. *Equality Before the Law* is Nebraska's official state motto and appears on both the state flag and state seal. Like many states, Nebraska's motto is not an official state motto, as such, but is accepted as an element of its official seal. The seal's design is as follows: "On the right, a steamboat is ascending the Missouri River. The Rocky Mountains are on the left. In the background, a train of cars is heading

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BTG
DIVER-CIPE
CORNER

Submitted by
SFC Jenna Schneider

FUDGE 

This recipe is from my Grammy. I remember as a child, we would spend a lot of time over at her house. Every time we visited we had the same evening routine: My Papa (grandpa) would pop some popcorn with his ancient air popper and my sister, cousin and I would help my Grammy make fudge.

Now, my Grammy doesn't measure anything...ever. She just always knows if something is missing or if a recipe needs more. So, keep that in mind!

Ingredients

- 2 Cups sugar
- 2/3 Cup milk or cream
- 5 Tablespoons cocoa powder
- 2 Tablespoons corn syrup
- 1/4 Teaspoon salt
- 1/4 Cup + 1 Tablespoon butter

Instructions

- Mix first 5 ingredients. Cook over medium heat, stirring occasionally until thermometer reaches 234 degrees or candy becomes a soft ball.
- Remove from heat and add butter, set and cool over ice water until no longer glossy. Spread in a pan and cool until firm



Nebraska Trivia continued from page 23

toward the Rocky Mountains. The mechanic arts are represented by a smith with hammer and anvil. Agriculture is represented by a settler's cabin and sheaves of wheat. In the top of the circle is the state motto: *Equality Before the Law*. The circle is surrounded with the words, Great Seal of the State of Nebraska, March 1st, 1867.

9. B. On April 4, 1895, the Nebraska legislature decided that The Tree Planters State was a more fitting representation of the state than other nicknames used at the time. The name referred to the millions of trees that were planted by early settlers as windbreaks, orchards and woodlots used for fuel. There are several other non-official nicknames used for Nebraska. The Beef State appeared on Nebraska license plates from the mid-1950s to the mid-1960s and referred to one of Nebraska's main industries. The Antelope State was given sometime around 1870 to honor the many antelope that roamed Nebraska's prairies. The Bug-Eater State is a reference to the bull bats that inhabit the state and eat up the insects. These bats were called bug-eaters by some Nebraskans. Nebraska was sometimes called the Blackwater State because of the rich black soil that darkened many streams.



near Kimball with an elevation of 5,424 feet above sea level and is higher than the highest point in 30 other states. Located on private property in the extreme southeast corner of Kimball County and about 33 miles from the town of Kimball, you can enjoy the peacefulness of the prairie as well as see the Rocky Mountains on a clear day. A guest registration book is kept at a marker and visitors are asked to sign in; there is also a box for your entrance fee.

<http://www.imdb.com/list/ls000054419/>
<http://www.50states.com/nickname.htm>
<http://www.50states.com/facts/nebraska.htm>
<http://edgerton-digital-collections.org/docs-life/midwestern-boy>
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http://inventors.about.com/od/mstartinventions/a/microscope_2.htm

10. B. False. The highest point in Nebraska is Panorama Point

