

BRIDGING

THE GAP

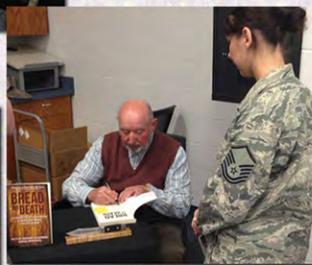


ISSUE 49: JUNE - JULY 2015



**MILTON KLEINBERG -
HOLOCAUST SURVIVOR**

Receives
Certificate of
Appreciation
from COL Anita
Curington after
speaking at the
Nebraska
Military
Department's
Diversity
Training Day.



AND MUCH MORE!





INSIDE THIS ISSUE:

| | |
|---|----|
| Nebraska Military Department's 2015 Diversity Training Day..... | 3 |
| Father's Day: Lessons on the Prairie..... | 8 |
| Book Review: Bread or Death | 9 |
| Federally Employed Women's (FEW) Organization | 10 |
| Agency Spotlight: Command Group | 12 |
| A View of Diversity From Where I Stand..... | 14 |
| Important Dates in History: June and July Trivia Questions..... | 15 |
| Agency Spotlight: 170th Group..... | 16 |
| History Displayed at Columbus Armory | 17 |
| Movie Review: The Good Lie..... | 18 |
| Website Review: American Indian Heritage Foundation: Indians.org | 20 |
| Trivia Answers: Important Dates in History: June and July..... | 22 |
| Diver-cipe Corner: Lactation Cookies..... | 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.

SEP NOTES

PERSONAL DIVERSITY DEFINITIONS

During our annual diversity training day (see article on page 3), we asked attendees to write down their personal definition of diversity for use in future issues of *Bridging the Gap*, *A View of Diversity* section. Of those received, three did not have names written on them. We chose to include them here as an extension of our training day, to be inclusive of all contributions from that event. These definitions are attributed to "Anonymous."

- Including everyone's opinions no matter how they mesh or clash with mine. Diversity is welcoming followers and leaders, insiders and outsiders, and those weak and strong. We learn from everyone – and grow as a result. Growth is going to give us the capacity to be open to all diverse people.
- Having and being open to a wide variety of backgrounds, knowledge, beliefs and ideas.
- Multitude of different things together for a goal. Different Together.

Thank you to all attendees who provided their personal definitions, and we look forward to publishing them with individuals' photos in upcoming editions of *Bridging the Gap*.

SEP GROUP FACEBOOK PAGE

www.facebook.com/NebraskaSEPGroup

SEP GROUP WEBSITE

<http://ne.ng.mil/Resource/Pages/SEP.aspx>

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



NEBRASKA MILITARY DEPARTMENT'S ANNUAL DIVERSITY TRAINING DAY 2015

Recap by Mary Schmidt-Rodriguez and LaVonne Rosenthal



*BG Richard H. Dahlman
Assistant Adjutant General - Army*

The Nebraska Military Department (NMD)'s annual Diversity Training Day, sponsored by the Special Emphasis Program (SEP) Group, was held on Wednesday, April 22 at Southeast Community College's (SCC) Lincoln Campus. We would like to say "Thank You" to Jose Soto, Vice President of Diversity and Inclusion at SCC for hosting the event.

The day began with a welcome from the SEP Group's Chair, COL Anita Curington. Her welcome included a statement to "Spread the wealth to your people to get the message out there [about diversity]" to all members in

the NMD. She wants everyone who attended the event to take back what they learned that day and pass the message and teaching onto others in their specific departments.

The next speaker with opening remarks was BG Richard Dahlman, Assistant Adjutant General – Army. He defined diversity as being "Anything that doesn't look, talk or act like me." He stated that Maj Gen Daryl Bohac, The Adjutant General for Nebraska, is a big fan of diversity and that he views this as a priority for the NMD. He encouraged attendees to "Join the Team – the SEP Group. Be a part of the excitement. One of the great human goals is to be kind to others." He also stated that the SEP Group's Co-Chair, LaVonne Rosenthal, has one of the best jobs.

LaVonne responded to BG Dahlman's statement saying, "If everyone would get along I would be without a job! There would be no more complaints!" She then led us into our icebreaker activity – the Human Scavenger Hunt, the purpose of which was to find out how diverse we are in our own small classroom community. Everyone had a paper with statements such as "Has read all seven Harry Potter Books," "Was not born in Nebraska," "Played a college sport," "Plays a musical instrument," "Has a language other than English as their first language," etc. Attendees then had to find someone who matched each statement. Responses about the icebreaker included: "Funny interactive tool to get people to talk." "It

was a good way to know/meet others." "Interesting way to get entire room to communicate and open eyes to diversity of the class." "Very good activity! Enjoyed mingling with the group and learning about our diverse backgrounds!"

The opening presentation on Earth Day was given by Larry Vrtiska, Environmental Program Manager for the Nebraska Army National Guard. The purpose of his presentation was to not only recognize April 22nd as Earth Day, but to also show the diversity of our world's eco-systems. Larry shared with us that Earth Day was founded in 1970 by Senator Gaylord Nelson in Wisconsin to create a massive environmental movement. The spotlight was on air and water pollution and to raise public awareness. The 1970s legislation included the Clean Air Act, Water Quality Improvement Act, Endangered Species Act, Toxic Substance Control Act and the Surface Mining Control and Reclamation Act. One of the biggest issues today is clean water. The country is using millions and billions of dollars to clean-up our mistakes of the past.

Larry stated that our lives are connected to the climate. Water supply, agriculture, power, transportation and natural environment are key to our lives here on this earth. He also stated that natural disasters, refugee flow and conflict over basic resources can be a threat to national security. Human health as well is affected by the climate. Disease and spread of

Continued on page 4



Diversity Training Day continued from page 3



Larry Vrtiska - Environmental Program Manager

infectious diseases generally impacts low income populations, and can impact many others as bad air quality corresponds to respiratory illnesses.

The mission of the Nebraska National Guard is directly affected by the climate as the Guard responds in times of floods, fires and other natural disasters. Our buildings are impacted by the economy and changing weather conditions as costs for utilities increase. The Military Department as a whole is doing a great job in the recycling program, working to put back into circulation the millions of pounds of paper we use every day. As new buildings are built, green roofs are being put into place. These roofs are great for water run-off and are more energy efficient.

As we work with our community organizations, the local Boy Scouts have done bat boxes to help keep the bats in certain areas around Camp Ashland. Larry has also been monitoring a pair of nesting bald eagles since 2004.

Some of the future challenges that Larry presented were in sustaining our training sites and armories, as we continue to

monitor our energy conservation efforts. Some options are to use renewable or alternative energy sources.

Attendees were challenged to get involved in community planning. Don't miss out on opportunities because we are not informed. Bring to work what you do at home with recycling and energy conservation (turn off those lights when you leave the room).

Responses to Larry's presentation included: "Presented good info on global, national and local impact on resources." "Great topic you don't hear a lot about when it comes to the effect on our mission. Very well tied in." "Larry did an awesome job on explanation of Earth Day and conservation."

The next presentation was a video titled, *Gateways to Inclusion*, focusing on communication and how to better handle positive and negative conversations. It focused on four skills to have when it comes to having productive and professional conversations.

Skill #1: Managing our emotions to have a productive conversation. Accept what you are feeling. Walk away for a moment. Ask yourself, "What am I really feeling?"

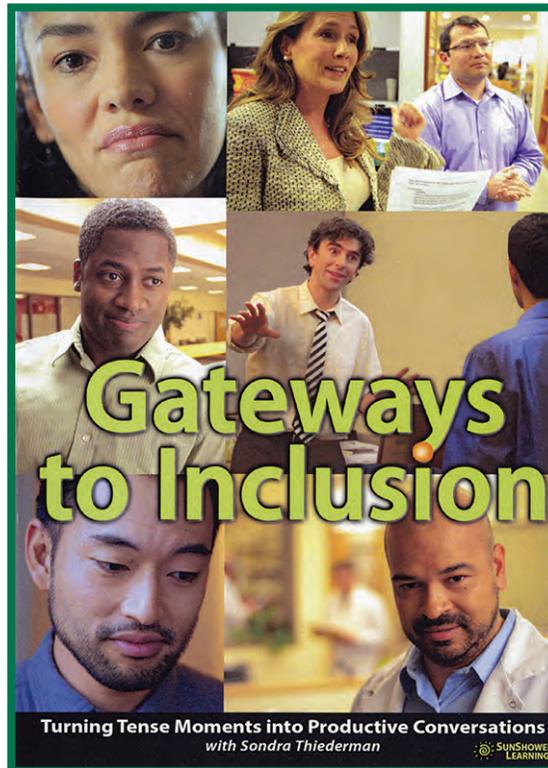
Skill #2: Set productive goals for productive conversations. What do I want to accomplish by entering this conversation? Dialogue is conversation with a purpose.

Skill #3: Be cautious when assessing intent and attitude. Don't jump to conclusions as to someone's intent. It's impossible to know how someone feels. Guessing is a way to shut the door on effective conversations. Respectfully engage them in conversation to discover the true intent.

Skill #4: Communicate in a way that demonstrates respect. Approach someone privately instead of embarrassing them in front of other people.

Overall comments on the video were positive including, "Gateway to Inclusion video was excellent."

The next topic was presented by SMSgt Stuart Stofferahn on the fascinating subject of mentoring. His first slide was titled, "Legacy" and listed out many important items to consider as you think about leaving a legacy:





Diversity Training Day continued from page 4

- o Free use of the words “I love you” and “I’m sorry.”
- o How does your perspective change if you view it from the perspective of I have only six months to live? Peoples’ response is usually that they want to go apologize to people whom they have upset and/or done something wrong to.
- o Tremendous power to be a mentor.

Consider that the chance to influence your legacy is while you are alive. It is cemented when you die.

SMSgt Stofferahn next talked about the characteristic of compassion: Is it taught or are we born with it? This video on You Tube (<https://www.youtube.com/watch?v=w21ThGgB42o>) depicts the story SMSgt Stofferahn shared with attendees about an experiment done on compassion involving a choice between mild, medium or death hot sauce and chili. It demonstrates that if someone is mean to you, when followed by an act of compassion, your negative emotions for revenge of the mean act are diminished.

Some of the behavioral characteristics that we are born with (or hardwired) are: sadness, joy, disgust, anger, surprise, fear and compassion. Characteristics we are taught include humility, forgiveness, empathy, optimism, compassion, sympathy, patience, shame, cooperation and gratitude. Note that we are both hardwired for and taught compassion.

Another characteristic we can learn is grace. A favored description of “grace” by Phillip Gulley is: “Since it is not instinctive, begins with mindfulness and our deliberate intention to act with loving kindness when we could have justifiably done

Gateways to Inclusion: Turning Tense Moments into Productive Conversations



Our diverse workplaces, because they are diverse, can be minefields of misunderstandings, hurt feelings, and even conflict. If handled properly, these uncomfortable moments – or even small explosions – can be transformed into gateways that will lead to better working relationships, increased understanding, and less tension. That’s why I call them “Gateway Events.”

Sondra Thiederman, Ph.D.

Gateways to Inclusion teaches 4 skills for turning tense moments into productive conversations:

- Manage your emotions
- Set productive goals
- Assess intent cautiously
- Communicate in a way that demonstrates respect

The chaptered DVD program includes the 17-minute video, along with 3 Extra Features: a short Quiz, an FAQ with Sondra and a Video Case Study. The CD-ROM includes a comprehensive Leader’s Guide for a 90-minute training session and a 45-minute refresher workshop, 2 PowerPoint presentations and participant handouts.

Subtitles:
English, Spanish
and French Canadian



Includes DVD & CD-ROM



For more info, SunShower Learning: 1-888-723-8517
www.GatewaysToInclusion.com

otherwise.” As a mentor/mentee we practice grace instinctively.

The origination of mentor is from ancient Greece. Mentor was the son of Alcimus and the friend of Odysseus. Odysseus placed Mentor in charge of Odysseus’ son, Telemachus in Odysseus’ palace when he left for the Trojan War. Because of Mentor’s relationship with Telemachus, the personal name Mentor has been adopted to mean someone who imparts wisdom and shares knowledge with a less experienced colleague. Other current day definitions of mentor are trusted counselor, guide, tutor, coach, instructor or teacher.

The influence of mentors can be seen in many areas of life, to include school violence. According to the Department of Education and the United States Secret Service, students need a caring adult in

their lives at school to assist them in navigating the challenges of bullying and other cases of mistreatment to help prevent attacks on other students and teachers.

SMSgt Stofferahn provided some basic information on mentorship. It can be initiated by a mentee, however it’s not always that direct (i.e., would you be my mentor?). In whatever way you are approached, your response is critical as it sets the tone for the relationship. Consider it an honor to be chosen as someone’s mentor. On the flip side, SMSgt Stofferahn

recommended we individually establish a network of mentors, including people with a variety of experience and expertise. Be selective in choosing who you want in your network and alliance in advancing your career. Consider this a cooperative relationship that will endure the challenges of pivotal career moments, established to gain new knowledge.



COL Anita Curington and SMSgt Stuart Stofferahn

Continued on page 6



Diversity Training Day continued from page 5

It's the responsibility of the mentee to sustain the relationship, making the relationship beneficial to both mentee and mentor. Realize that many mentoring interactions are covert, and occur merely by observation.

How do you begin a mentoring relationship? Ask yourself, what is the purpose of this relationship; what do I hope to gain? Consider getting assistance on goals, decisions, challenges and frustrations in the workplace and even personal issues. It's important to retain your own individuality in this relationship; consider emulation versus idolatry. In your search, determine characteristics you're looking for in a mentor, someone whom you respect professionally and personally. When you've laid the groundwork, prepare the proposal you'll make to your potential mentor. Then initiate a discussion that you're interested in establishing a mentor relationship, either a formal or informal. Assuming they agree to begin this journey with you, propose an initial meeting schedule so that both of you have time allotted on a regular basis and be willing to make changes as necessary.

As the mentoring relationship continues through a natural ebb and flow, remember to be genuine and authentic in your relationship. Don't just go to the well asking for your mentor's guidance. Be willing to replenish it by sharing other new information gained through your own research efforts as both of you continue to look for new knowledge. As with any relationship, there may be signs that the relationship is dying or becoming dysfunctional with signals such as integrity breaches, slow or no responses, excessive conflict and a general uncomfortable feeling. It is at these moments when you may choose to end the mentoring relationship, understanding that as



Maj Gen Daryl Bohac presenting Mr. Milton Kleinberg with the Adjutant General's coin.

***“The war brought about
scarcities of just about
everything...except misery.
90% of Jews in Europe perished
during this time in history.”
~Bread or Death***

people grow and change in their careers it is necessary for relationships to change as well. You may be ready to begin the cycle of choosing another mentor at this time, applying lessons learned to your new search.

SMSgt Stofferahn summarized his presentation reminding us to be authentic in a relationship, that emulation can become idolatry. Consider as well, that although we are just one person, we can make a difference in the life of a mentee. To best represent this message, SMSgt Stofferahn told the story of the starfish, which can be seen at: <https://www.youtube.com/watch?v=PkV0jvmBLOc>.

SMSgt Stofferahn is a very engaging and lively speaker. He engages the audience's attention and keeps you wanting more. Comments

from the attendees include: “Good information and excellent examples.” “Very practical, has a wealth of knowledge.” “Love the energy and enthusiasm.” “Everyone should attend this training.”

Following the mentoring block Maj Gen Daryl Bohac, The Adjutant General for Nebraska, shared his views of the importance of diversity prior to introducing our featured speaker. He views diversity not so much as the color of skin or our ethnic background. He stated that it is about the power of inclusion; being open to a different way of thinking about things. We're not to reject ideas out of hand just because someone doesn't think like you. This is the real power of the diversity effort, when we focus on being quiet long enough to focus on someone else. This

will be a continual journey. Maj Gen Bohac provided a meaningful Cherokee saying: “If you listen to the whispers you don't have to listen to the screams.” His reminder to the attendees was to be quiet long enough to listen to someone else.

The third speaker of the day was Mr. Milton Kleinberg, a Holocaust survivor and

Continued on page 7



Diversity Training Day continued from page 6

author of the book *Bread or Death*, which is reviewed in this issue of *Bridging the Gap* on page 9. Mr. Kleinberg's presentation began with a video preview of his book. Two things of note from the video: (1) If you don't consider yourself a victim, then there is always hope; and (2) He looked at his time during the war as a way to make him stronger.

Mr. Kleinberg began by explaining how the Soviet Union was a part of the Holocaust that no one talks about. At the beginning of World War II (WWII) the Russians and Germans were allies. In a short period of time, 90% of all Jews in Poland perished. There was an edict that no Jews would be permitted to live in any part of Germany. Poland was now part of Germany. Milton's family had one hour to gather their belongings before being loaded onto cattle cars. The stench was overwhelming. Because of the large number of people in the cattle cars, there was no room to even turn around. Mr. Kleinberg shared several emotional stories with the group, as he took us through the years he spent regularly fighting for his life and the courage he and his mother had to muster to survive. Mr. Kleinberg was six years old when WWII first touched his life, changing his world forever. By the time he got to America after the war was over he was 14.

While the world was celebrating the end of the war, the Jews didn't have much to celebrate. Of the 105 members of his extended family, only Milton and his parents survived. Polish Jews were no longer accepted or welcomed in Poland. Many struggled to find new homes where they were welcomed.

We won't go into any more details than this, other than to say, "read the book." Only Mr. Kleinberg can tell his story. He is a fascinating human being and his story needed to be told, as did all of the Holocaust survivors' stories. To follow Mr. Kleinberg, go to: [Facebook.com/breadordeath](https://www.facebook.com/breadordeath).

Comments from attendees on Mr. Kleinberg's presentation included: "Heart-wrenching." "Incredible story. He is inspiring. A survivor story. All should read." "Makes a person thankful/grateful and reminds us what we think are problems are not that big of a deal." "A very touching informative talk. I agree we can't close our eyes to what is going on in the world." "Emotional



COL Anita Curington and MSG Kelli Hatzenbuehler

presentation of his experience. Very powerful."

Our next and final presenter of the day had a great challenge in following such a speaker as Mr. Kleinberg, yet MSG Kelli Hatzenbuehler was up to the challenge with her presentation on resiliency. Attendees reviewed their results from the VIA© survey of character assessment they completed prior to the training. Great discussion was led by MSG Hatzenbuehler on how our resilient character strengths can carry us through challenging times, and yet can hinder us at times if we're not aware of them. MSG Hatzenbuehler's presentation on resiliency training was very engaging and full of useful information.

More information on her presentation will be presented in an upcoming issue of *Bridging the Gap* (BTG), as MSG Hatzenbuehler has graciously offered to write an article on resiliency.

Comments on MSG Hatzenbuehler's presentation included: "Great perspective on personal strengths." "I love learning more about myself." "Excellent insight into self and other coworkers." "Too short – do the whole block."

Overall, the day was very informative with energetic speakers and engaged attendees. Comments on the day included: "Very valuable experience!" "Surprised to learn this is yearly. Haven't heard much about it." "I have heard good compliments on how they can take this back to their offices." "All first-line leaders/supervisors should have to attend! Open up to M-day Soldiers." "Really like the class. Very well put together. Great speakers." "Rank heavy. Lots of E-7, E-8, E-9 or 04, 05, 06s. This training needs to start at E-1, E-2, E-3 & 01, 02, 03 level. Diversity is career long training, updating and mentoring venue."

Thank you to all who attended our diversity training day. Your time is valuable and we appreciate you spending the day learning more about diversity and inclusion. Also, thank you to the Special Emphasis Program (SEP) Group members for their assistance in conducting this annual training event. We're already looking forward to next year's workshops with many new and interesting speakers and topics.





FATHER'S DAY: LESSONS ON THE PRAIRIE

By CPT Erin Hanson



Al Hanson teaches his daughter, Erin how to fish. As a family, the Hanson's spent many days in a boat or on the shore catching fish.

Nebraska's fresh water fish populations.

For 40 years he has worked hard to make western Nebraska's streams and lakes inhabitable for aquatic life and improve the ecology of the environment for the purpose of resource management and recreational fishing. He has always loved his job and does it well.

Growing up, I loved the times we went hunting or fishing; we drove many miles together on dirt roads and through pastures. He gave me lessons in biology and ecology, how to read the prairies and the weather of Nebraska and how to know where the animals are located. Because of these experiences, being outside with no sign of civilization has never bothered me. It is the reason why I have always enjoyed being on a land navigation course alone, even at night.

My dad has hunted since he was a child and bought his first scoped rifle his freshman year of college. What's left of the pelt of his first coyote still hangs at my grandma's house. Many days we got up at four in the morning to drive out and check traps or hunt coyote or deer at sunrise before going to school and

work. On Saturdays, we would walk the pastures until dark. I learned patience from him and how to enjoy the long hikes through the Sandhills even when it was rough on my short legs. I learned to sit very still and quiet in the cold and wait for the coyote we just called to come over the hill. It toughened me up and prepared me for what was to come in my life.

work. On Saturdays, we would walk the pastures until dark. I learned patience from him and how to enjoy the long hikes through the Sandhills even when it was rough on my short legs. I learned to sit very still and quiet in the cold and wait for the coyote we just called to come over the hill. It toughened me up and prepared me for what was to come in my life.

Dad made sure my brothers and I could shoot at a young age. He took us to the range to watch at the ages of four or five. By the time I was about ten I was shooting rifles and belonged to a rifle and bow club. It is still family tradition to shoot whenever we are all together. He taught us to respect weapons and how to safely handle them. He spent a lot of time developing our shooting skills, which has made me successful on the range with an M16 rifle.

For my family, hunting is not really sport, but a source of extra income and sustenance. We don't kill without purpose and often the deer we take go to help other families. It also allowed me to experience the world. The money my dad earned from selling pelts helped fund one of the most formative experiences of my life when I was an exchange student in Peru the year after I graduated high school. I have always appreciated this.

These things are a part of my family's culture. I still try to get back to western Nebraska as much as possible to spend time with him on the expanses of the prairies. Unfortunately, this happens less and less as I get older and now live so many hours away. However, I will always use the lessons of my childhood I learned from my dad. I'm proud of where I come from and very grateful to him for the experiences that have become a part of who I am and have made me successful in the Army.



Erin Hanson spots for her dad, Al, on the rifle range in Alliance, Nebraska. Hanson taught his daughter weapons safety and how to shoot at a young age. It is still a family tradition to target shoot whenever the family is together.





Review by LaVonne Rosenthal

Written by Milton Mendel Kleinberg (Mendel Dawidowicz)
 Publication Date: August 2014
<https://mmkbook.wordpress.com/>

BOOK REVIEW:

BREAD OR DEATH:

MEMORIES OF MY CHILDHOOD DURING AND AFTER THE HOLOCAUST

In anticipation of our diversity training day and our special guest speaker, I chose to find and read his book prior to the event. In a matter of six hours split between two days, I started and completed the well-written memoir of Milton Kleinberg. To review such a tome requires a real objective assessment of what to leave out, for brevity's sake, from this powerful story of survival.

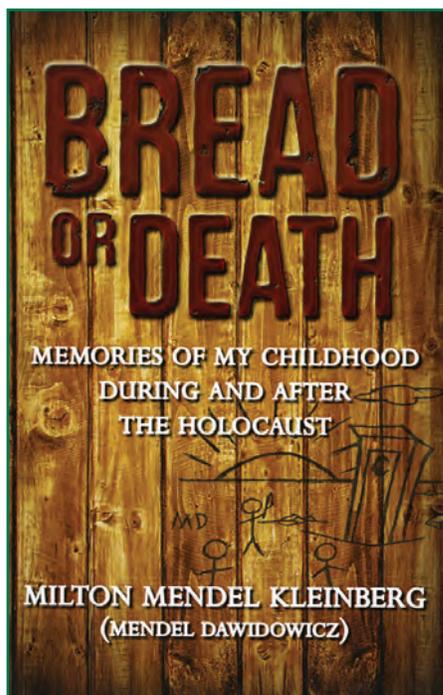
As a grown man with children and grandchildren, Mr. Kleinberg was often asked by his grandchildren about his experiences during World War II and the Holocaust. He would provide cursory answers to the specific questions, often leaving out details that were too gruesome for young ears to hear. However, as a young boy, Mr. Kleinberg faced many challenging experiences that developed him into a successful business owner. The phrase I used, challenging experiences, is a pseudonym for life or death situations in a horrendous time in our world's history.

Born Mendel Dawidowicz in January 1937, he and his parents and younger brother lived in Pabianice, Poland. Four years before Mendel was born, "Hitler became Chancellor of Germany and began his rise to power. In all of Jewish history, this was one of the worst of all times and the worst of all places to be born a Jew." Along with his personal stories, Mr. Kleinberg provides readers an excellent history and geography lesson as we travel with him from Poland on the train through Russia to Samarkland in Central Asia. Along the way, another brother is born, and his father failed to return to the train before it departed from somewhere between Omsk and

Novosibirsk. Living conditions prior to this moment were bad enough, but his father disappeared with their passports and food rations. At this point Mendel's mother, already a savvy barterer, became even more determined to keep her children safe. However, her two younger sons would not survive the lack of food.

Their destinations were always full of despair and required great efforts to survive. At one of the children's centers, Mendel and two friends would steal fruit from an orchard across the river just to supplement their meager meals of bread and broth. At one time, they witnessed one man stabbing another. The knife was left behind and Mendel grabbed it, knowing it would be a valuable survival tool. It was put to use when a robber tried kidnapping one of Mendel's friends.

A summary of this book does not do it justice. Mr. Kleinberg provides descriptive details of many important life events that beg to be read by each one of us as individuals. We are brought into the passion of his mother's heart when she changes jobs from the cotton factory to the tobacco factory, which will provide her many more opportunities to help her young son survive. When



Mendel is reunited with his father, not necessarily a happy reunion, we sense the distance that grew between them while they were separated and living different lives. Yet the emotion described in the moment he, his mother and her new husband arrive in New York City and see the Statue of Liberty on May 14, 1951 is heart-stopping: "A stunning sunrise followed the ship as we made our way

past the incredibly beautiful Statue of Liberty. When we sailed into New York harbor, we could see her in the distance. What a beautiful sight. I still get goose bumps when I think about it."

The hope that resonates from the story of survival is recorded in the author's words: "I remember also having the strangest feeling inside when I told myself from now on I'm not going to be afraid anymore. I just had this strong feeling that this was going to be a place where I don't have to fear anybody or anything. That day I became an American Patriot and have been so ever since."

Mr. Kleinberg's story doesn't end here. However, this book review does. Please seek out and support one of our own local writers by purchasing a copy of *Bread or Death* for yourself.





FEDERALLY EMPLOYED WOMEN'S (FEW) ORGANIZATION

SERIES PART 2

By Pam Makovicka

Mission Statement: *Federally Employed Women work to end sex and gender discrimination, to encourage diversity for inclusion and equity in the workplace and for the advancement and professional growth of women in Federal service.*

The 1980s 1980

FEW joined the Steering Committee of the National Committee on Pay Equity and worked with Federal employee unions on the issue of contracting out jobs. FEW picketed Playboy's recruitment of Women in Government and sponsored a First Ladies Reception to raise funds for Equal Rights Amendment (ERA). FEW's Board of Directors unanimously supported the inclusion of women in registration for military service to strengthen our position for equal rights. FEW's 11th National Training Program (NTP), *FEW Is Your Capitol Gain*, was held in Washington, D.C.

1981

FEW joined with other organizations to form the Coalition for Women's Appointments to recommend qualified candidates for Federal appointment. FEW contributed a quilted emblem that became part of The Dinner Party exhibit's International Quilt by Judy Chicago, and Betty Friedan provided the banquet keynote address at the 12th NTP, *Racing to the Top*, in Indianapolis, Indiana. FEW-Legal Education Fund (LEF) established The Mary Pinkard Leader in Federal Equity Award and participated in the Combined Federal Campaign.

1982

FEW members across the nation rallied for ERA. After the bill's deadline expired, the campaign, A New Day: Beyond the ERA, was launched to reintroduce the Amendment. FEW joined the Public Employees Roundtable to help improve the image of government employees. Marylouise Uhlig became the first FEW President to make an official visit to a foreign country and to give birth while in office (to Samantha Barrie Uhlig). FEW's 13th NTP, *FEW Has Many Missions*, was held in San Antonio, Texas.



International Quilt

1983

FEW's tax status changed to 501(c)(3), allowing tax deductible contributions, and FEW launched its first Endowment Drive. The National Membership Contest slogan was *If your future is not becoming to you, then you should be coming to FEW*. FEW set a goal to involve more handicapped individuals. An Executive Order attempted to bar Combined Federal Campaign (CFC) participation of any advocacy group seeking to influence elections or public policy. FEW's 14th NTP, *No Ka Oi Means the Best*, was held in Honolulu, Hawaii.

1984

FEW wrote a letter of support for a Congressional bill to study child care options for Federally employed parents. The FEW National Advisory Council recommended participation in a voting drive. FEW responded by joining the Women's Vote Project and FEW members across the nation registered more than 10,000 new voters. President De Burton was appointed to head Office of Personnel Management's (OPM) Women's Executive Leadership Program. FEW's 15th NTP, *Women + Women = Power*, was held in Washington, D.C.

1985

While FEW met in Detroit, A World Conference on Women was held in Nairobi to conclude the United Nations Decade for Women. FEW established a new three-tiered legislative agenda with the Equal Rights Amendment as an overall priority. FEW President Marie Argana and other officers met with then OPM Director Donald Devine to discuss issues of concern to

Continued on page 11



FEW continued from page 10

all Federally employed women. FEW's 16th NTP, *Gearing Up for Success*, was held in Detroit, Michigan.

1986

FEW testified in support of parental leave and participated in a press conference expressing commitment to the passage of the Pay Equity Act. Congress finally approved a new retirement system, Federal Employees Retirement System (FERS) for Federal employees hired after 1983. President Freda Kurtz was appointed as FEW's representative on the Employee Thrift Advisory Council of the Federal Retirement Thrift Investment Board. FEW's 17th NTP, *FEW – Hitch Your Wagon to a Star*, was held in Las Vegas, Nevada.

1987

The ERA was reintroduced into the 100th Congress. FEW supported introduction of the Economic Equity Act. FEW's National Office relocated to 1400 Eye Street, Washington, D.C., and FEW-LEF closed its headquarters to conserve financial resources. The Supreme Court ruled that Affirmative Action Plans for advancement of women were constitutional. FEW produced its first video, *Balancing the Scales of Equality*. FEW's 18th NTP, *Gateway to Success*, was held in St. Louis, Missouri.

1988

FEW testified before the House Education and Labor Subcommittee on Employment Opportunities on Equal Employment Opportunity in the Federal Government and participated in the first Women's Agenda Conference in Des Moines, Iowa. Congress overrode a Presidential veto of the Civil Rights Restoration Act. FEW celebrated its 20th birthday at a Capitol Hill reception and at the NTP banquet in Baltimore. FEW's 19th NTP, *Star Spangled FEWture*, was held in Baltimore, Maryland.



1982 FEW Presidents: Marylouise Ublig and De Burton



1989

The Board of Directors approved a new credit card program for members. FEW struggled through major staff changes, but chartered six new chapters. The FEW-LEF Mary D. Pinkard Award recognized Pamela Doviak Celli for her landmark discrimination case against the Department of the Navy. FEW's 20th NTP, *Bridge to the Future*, was held in Memphis, Tennessee.

The 1990s

1990

In March the first of a successful series of Legislative Breakfasts on the Hill featured Congressman Steny Hoyer.

FEW testified before the House Subcommittee on Human Resources on the ineffective use of contracting out, a recent trend which targeted occupations held predominantly by women and people of color. OPM Director Constance B. Newman met with FEW's Executive Committee and signed a relationship agreement between OPM and FEW. FEW's 21st NTP, *Foundation for the FEWture*, was held in San Antonio, Texas.

1991

After 13 years, FEW returned to the Rocky Mountain Region for the 22nd NTP, *Reaching New Heights*, in Denver, Colorado. The first NTP Special Issue of FEW's News & Views was published. FEW President Jean Christiansen signed an updated "relationship agreement" with OPM Director Constance

B. Newman and commissioned the video production, *Through the Eyes of Its Leaders*, a historical recap of FEW by its past presidents. FEW chartered a dozen new Chapters.

1992

Following a survey of its membership, FEW took steps to address member concerns and unveiled a new membership recruitment brochure.

Continued on page 23



12

AGENCY SPOTLIGHT

NEBRASKA MILITARY DEPARTMENT COMMAND GROUP

By MAJ Ted Hanger



As the Command Group Executive Officer, I am frequently asked “what goes on up on the fourth floor?” The question refers to the fourth floor of the Joint Force Headquarters building for the Nebraska Military Department and specifically the Command Group. The question itself is difficult to answer, depending on who is asking the question, and how much detail they are looking for in an answer. To focus on just what we do on the fourth floor would not adequately answer the question, and would certainly not capture the nuance and complexity, nor the importance of what happens in and around The Adjutant General’s (TAG) office. In this article, I will try to articulate not only what we do on the

fourth floor, but also the how and why we do what we do.

In the broadest terms the Command Group has four primary lines of effort that slowly evolved over time, are influenced by the internal and external environment and are in a continuous feedback loop. The four lines of effort are: establish the organizational vision, set the tone for the organization and provide guidance, shape our structure and force, and achieve strategic outreach. When the TAG published his Vision and Priorities, these thoughts set in motion what we as an organization were going to do to support the TAG. After establishing the vision, the Command Group gives further guidance and sets the overall leadership tone of the organization. Command guidance usually pertains to our force structure and task organization, as well as the force itself; i.e., our people.

The fourth line of effort is strategic outreach, both internal and external to the organization. Strategic outreach allows all members of the Military Department to share our story, shape the political and social environment, and build relationships within our organization and throughout Nebraska. Strategic outreach also provides valuable feedback that allows the TAG to restructure his vision accordingly. On the surface, the construct of what happens on the fourth floor sounds relatively simple. However, since most of the work is involved in theory and concept, accurately measuring progress can prove to be difficult. Furthermore, the speed at which changes take place is usually measured in years, which adds to the

complexity of measuring the effectiveness of our lines of effort.

There are essentially four main purposes associated with our lines of effort. Building and sustaining relationships, organizing our force with relevant structure, training our force to meet our mission requirements and developing an adaptive force. Building and sustaining relationships both internally and externally are paramount to the long term success of our organization. Leveraging existing and prospective relationships enable our senior leadership to shape our external environment and posture our organization for future success.

Organizing our force with relevant structure ensures that we remain a viable option for our national security, while also maintaining our functionality to respond to domestic emergencies. Relevant structure has far reaching impacts both internally and externally, and the TAG’s guidance is clearly stated in his Vision and Priorities. While maintaining a well-trained force is intermingled with relevant structure and serves the same purposes, it is also shown to have a positive impact on retaining some of our best Soldiers, Airmen and Civilians.

Finally, it is critical for the future of our organization to develop an adaptive force. Whether it is executing our tactical missions or transitioning to new structure, having a well-developed, adaptive force will ensure our organization will be successful regardless of the task.

Continued on page 13

AGENCY SPOTLIGHT



Command Group 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 its associates.

To accomplish all of this, the Command Group is organized into three areas: the command element, support staff, and outreach section. For full time support, the command element consists of The Adjutant General, the Deputy Adjutant General, the State Command Chief Warrant Officer, the State Command Sergeant Major and the State Command Chief Master Sergeant. The Command Section establishes the vision and issues guidance through the subordinate staffs (Army, Air and the Joint Element). They are also heavily involved with strategic outreach, both internally and externally.

The full time support staff consists of the Chief of the Joint Staff, Army Chief of Staff, Command Group Executive Officer, Command Group Administrative NCO and the Administrative Assistant to The Adjutant General. The support staff is the enabler that is responsible for taking the strategic vision and coordinating the efforts of not only the Command Element, but also coordinating through the subordinate staffs to ensure the TAG's vision and priorities are realized. The Chief of the Joint Staff and Army Chief of Staff have the primary responsibilities for supervising our service-specific directorate level staffs, as well as the joint staff. The Command Group Executive Officer, NCO and Administrative Assistant, handle the daily coordination, scheduling and resourcing for the Command Element.

Finally, the outreach section consists of Public Affairs/Community Relations, Government Relations and Office Services. Public Affairs and Community Relations' main focus is interaction with media outlets and communities throughout Nebraska to share our story with the citizens of Nebraska. Additionally, they are responsible for the National Guard Museum, which is currently being renovated in Seward, Nebraska. The Government Relations section is responsible for facilitating interaction between the Command Element and all levels of political leadership, from local to the national level. The Government Relations section has been a recent addition to the outreach section in order to formalize the government relations process at the local, state and national levels, as well as provide a single point of contact within the Military Department to convey the TAG's strategic message to our elected officials. Prior to the addition of the Government Relations section, initiatives involving policy changes and government interaction were more ad hoc in nature and were not coordinated through a single office.

Office Services is comprised of Graphic Arts, the Switchboard Operator, and the

★ LOYALTY ★ DUTY ★ RESPECT ★

★ THE ADJUTANT GENERAL OF NEBRASKA ★
★ "EXCELLENCE IS NEVER AN ACCIDENT" ★

★ SERVICE BEFORE SELF ★ EXCELLENCE ★

★ PERSONAL COURAGE ★ SELFLESS SERVICE ★

★ MISSION STATEMENT ★

Prepare and deliver combat ready forces in defense of our nation and stand ready to protect the health, safety and welfare of the citizens of the state.

★ VISION ★

Foster strong relationships while advocating for and recognizing operationally relevant National Guard force structure and Nebraska Military Department capabilities which:

- Support worldwide Combatant Commander's priorities,
- Respond to needs in the homeland, and
- Deliver a sense of purpose to our service members, employees, families and employers.

★ ENDURING PRIORITIES ★

★ OUR TOTAL FORCE ★

- Sustain readiness in order to protect the safety and welfare of the citizens of Nebraska and protect the homeland here and abroad.
- Continue Total Force Professional Development through rewarding and challenging education, training and experiences.
- Seek and preserve force structure that provides relevant operational experience and capabilities for homeland, contingency and sustained operations.
- Increase resiliency of the Airmen, Soldiers, Families and Employees of the Nebraska Military Department, Nebraska National Guard and the Nebraska Emergency Management Agency.

★ OUR FAMILIES ★

- Provide timely and relevant information to families to ensure they are prepared to support their Airmen, Soldiers and Employees.
- Support families in times of separation from their uniformed service members or civilian employees when they are called to serve their state and nation.
- Promote enduring Family and Warrior support networks and programs.

★ OUR COMMUNITIES ★

- Increase leadership and member interaction with our communities, employers and retirees.
- Increase interaction with non-governmental centers of influence.
- Create shared centers of excellence across the Nebraska National Guard, Nebraska Military Department and the Nebraska Emergency Management Agency.

★ INTEGRITY ★ HONOR ★

Office Services Manager. Office Services provides the customer service element and artistic design to assist in the TAG's strategic messaging.

In summary, the Command Division follows four primary lines of effort in order to organize, develop and train our force, and build and sustain relationships both internal and external to our organization. We are organized to operate in a collaborative environment to fully support the Command Element and ultimately enable the TAG to achieve his strategic vision for the organization. This explanation of what the Command Group does is very generic and broad. However, it does capture the essence of what goes on every day. The daily tasks are simply details of the overarching efforts to support the TAG and the citizens of Nebraska.





A VIEW OF DIVERSITY FROM WHERE I STAND

Newly Trained Equal Opportunity Leaders Present Diversity Definitions



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

Over two, three-day weekends, a group of Nebraska Army National Guard Soldiers received training to become Equal Opportunity Leaders (EOLs) for their units. The purpose of an EOL is to be the eyes and ears for the Commander, and to address issues of equal opportunity, discrimination and harassment. As part of the course, they were asked to provide their personal definitions of diversity. Below are their responses of diversity.

My personal definition of diversity is.....

- To judge others based on character, integrity, honesty and respect. SGT Travis M. Benda, CBRN (Chemical, Biological, Radiological and Nuclear) NCO (Non-commissioned Officer), 72nd CST (Civil Support Team)
- Melting pot/variety. SSG Tyler Anderson, Fuel Section Sergeant, 195th FSC (Forward Support Company) (SO (Special Operations))(A (Airborne))
- To me it means a large variety. Whether it be religion, color, ethnicity or social status. All of them combined in one region or area that are evenly mixed in cohesion. SSG Ben Cornish, Team Leader, 267th SMC (Surface Maintenance Company) Auto Platoon
- The ability to lead, fight, maintain courage and all the other Army values without regard to race, religion, gender. CW2 Russell Kuhlman, UH (Utility Helicopter)-60 Medevac Pilot, C Co (Company), 2-135 GSAB (General Support Aviation Battalion)
- Variety. SGT Manuel Molina, Assistant S-4 NCO, HHT (Headquarters and Headquarters Troop) 1-134 CAV (Cavalry) (R&S (Reconnaissance and Surveillance))
- Different groups of people sharing their way of life. SGT Lucreita Wilcox, Squad Leader, Automated Logistical Specialist, A Co, 1-376th AVN (Aviation)
- A mixture of people from various walks of life working together for one common goal. 2LT Matthew Tacha, Platoon Leader, 754th Recon (Reconnaissance)/Decon (Decontamination) Det (Detachment) 1
- The existence of people of varied ethnicities, religions, gender identities, sexual orientation, political views, nationalities, national origins, professions, social classes, as well as other differentiators, within a community. SGT Nevine Zaki, Crew Chief, 1-376th AVN, D Co.





IMPORTANT DATES IN HISTORY: JUNE AND JULY TRIVIA

1. On which day did Governor George Wallace vow to defy an injunction ordering the integration of the University of Alabama?
 - a. June 1, 1960
 - b. June 1, 1963
 - c. June 1, 1964
 - d. June 1, 1966
2. Which baseball player was the first African American to be inducted into the National Baseball Hall of Fame on July 23, 1962?
 - a. Satchel Paige
 - b. Bob Gibson
 - c. Jackie Robinson
 - d. Joe Black
3. On June 6, 1930, what was sold commercially for the first time?
 - a. Television set
 - b. Refrigerator
 - c. Frozen foods
 - d. Canned soda
4. On June 18, 1928, Amelia Earhart became the first woman to cross the Atlantic by airplane. What other noteworthy events took place on June 18th?
 - a. In 1873 Susan B. Anthony is fined \$100 for attempting to vote for president.
 - b. In 1983 Sally Ride becomes the first American woman in space.
 - c. In 1976 the first women enter the U.S. Air Force Academy.
 - d. Both A & B
5. On July 1, 1963, what is established in the United States?
 - a. The three-digit area code
 - b. The ZIP Code
 - c. The Medicare system
 - d. The CIA's Phoenix Program
6. On June 5, 1973, Doris A. Davis becomes the first African American woman to do what?
 - a. Govern a major metropolitan area when she is elected mayor of Compton, California.
 - b. Be admitted to the Mississippi Bar.
 - c. Graduate from the U.S. Military Academy at West Point.
 - d. Be the first woman to enter the Air Force Academy.
7. Two of America's founding fathers – Thomas Jefferson and John Adams – died on what day in 1826?
 - a. June 14th
 - b. June 28th
 - c. July 4th
 - d. July 10th
8. On June 2, 1924, the United States grants full citizenship to whom?
 - a. Irish Immigrants
 - b. African Americans
 - c. Italian Immigrants
 - d. Native Americans
9. On July 26, 1947, what two organizations were established?
 - a. Department of Defense and CIA
 - b. CIA and FBI
 - c. Supreme Court and Department of Defense
 - d. Census Bureau and FBI
10. What special day was first celebrated on June 19, 1910, in Spokane, Washington?
 - a. Grandparent's Day
 - b. Father's Day
 - c. Secretary's Day
 - d. Mother's Day

“We in America do not have government by the majority. We have government by the majority who participate.” ~ Thomas Jefferson

*“You will ever remember that all the end of study is to make you a good man and a useful citizen.”
~ John Adams*



16



AGENCY SPOTLIGHT

NEBRASKA AIR NATIONAL GUARD 170TH GROUP

The 170th Group (170 GP) is the Nebraska Air National Guard (ANG) unit associated with the active duty 55th Wing (55 WG) at Offutt Air Force Base, Nebraska. Offutt's 55 WG is the largest wing in Air Combat Command and the second largest wing in the Air Force. It consists of 7,700 members who support eight Combatant Commands with seven different aircraft – RC-135S Cobra Ball, RC-135U Combat Sent, RC-135V/W Rivet Joint, OC-135 Open Skies, WC-135 Constant Phoenix, EC-135H Compass Call and E-4B National Airborne Operations Center. The 55 WG's mission is to provide intelligence, surveillance, reconnaissance, electronic attack, command and control and precision awareness to national leadership and warfighters. The 170 GP partners with the 55 WG to accomplish this mission.

The 170 GP consists of two squadrons, the 170th Operations Support Squadron (170 OSS) and the 238th Combat Training Squadron (238 CTS). The 170 OSS integrates with the active duty 55 OSS and together they support the 55 WG's nine flying squadrons across the globe, as well as United States Strategic Command, Offutt's resident Combatant Command. The 238 CTS integrates with the active duty 338 CTS and together they are the Air Force's sole RC/OC/WC-135 Flying Training Unit. Every year they train 400 - 600 aircrew members, all of whom are trained to be Combat Mission Ready and prepared to deploy worldwide to support warfighting operations.

The history of the 170 GP is unique. The unit predates Total Force Integration, or TFI, the term for associations between

active duty and Air National Guard units. The original Concept of Operations for the 170 GP was approved under a program called "Future Total Force" in July 2001 by General John P. Jumper, who at the time was the Commander of Air Combat Command. The unit was designated Detachment 1, HQ-NEANG when flying operations began in July 2002. In January 2005 the unit was designated the 170th Operations Support Squadron, which still exists as one of the 170 GP's two squadrons. Finally, in July 2007 the 170 GP and the 238 CTS were activated with the 170 OSS and 238 CTS subordinate to the 170 GP as they are today.

Total Force, or "One Force" as it was recently coined, works well at Offutt for many reasons. The first reason is that members of the Air National Guard are seamlessly integrated with the active duty 55 WG. Members of the 170 GP work side-by-side with their active duty counterparts and are "all in" on the missions of the 55 WG. If you're at Offutt and see an Airman in a flight suit, you can't tell whether they are an active duty member or a Guardsman until you crack the code on the patches and nametag color. If the Airman is wearing Airmen Battle Uniforms (ABU) you can't tell at all. We call this "seamless integration." The 170 GP is so seamlessly integrated, in fact, that during the 2013 Combined Unit Inspection the inspectors gave the 55 WG an excellent grade but initially did not grade the 170 GP. The reason - the team of inspectors could not tell where active duty ended and ANG began. "That's the point," was our



counter-argument and the 170 GP was quickly given a matching excellent grade.

Another reason One Force is successful at Offutt is because the Guardsmen from the 170 GP offer the 55 WG tremendous experience and continuity. 170 GP members as a whole average eleven years of experience in the 55 WG. 170 GP aircrew members average over 3,000 flight hours and almost 900 instructor/evaluator flight hours. 170 GP

pilots alone average 3,700 flight hours and almost 1,200 instructor/evaluator flight hours. The high-time pilot, navigator and Electronic Warfare Officer in the 55 WG, in fact, are all 170 GP members. This kind of experience is irreplaceable and is recognized by 55 WG leadership. Former 55 WG Vice Commander Colonel Kevin Dixon explained, "While NEANG members account for approximately 1% of total wing manning, the 170th Group personnel fulfill vital roles within the 55th Operations Group with an estimated impact of 10% mission capability improvement."

Ultimately, the 170 GP is on the leading edge of integration between the active duty and Air National Guard. "America's Air Force: A Call to the Future," is the document in which the Secretary of the Air Force and the Chief of Staff of the Air Force explain "where we need to go over the next 30 years." It reads, "Put simply, our goal is to render obsolete the term 'Total Force' – but maintain its premise... to optimize active, Guard and Reserve... while recognizing and leveraging their unique characteristics." The 2014 Air Combat Command Strategic Plan states, "One wing, one boss, one fight will exist as the model for our in-garrison Air Force." That is the 170 GP - experience and continuity seamlessly integrated with the active duty and "all-in" on the mission of the 55th Wing. One wing. One boss. One fight.





HISTORY DISPLAYED AT COLUMBUS ARMORY

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

Columbus, Nebraska has a very rich history in the Nebraska National Guard, including the Pawnee Scouts with their leader Major Frank North (<http://www.olden-times.com/oldtimenebraska/n-csnyder/nbstory/story30.html> and <http://www.nebraskahistory.org/publish/publicat/history/full-text/NH1961NorthBrothers.pdf>), the birthplace of Andrew Jackson Higgins (the founder and owner of Higgins Industries, the New Orleans-based manufacturer of "Higgins boats" during World War II (<http://www.higginsmemorial.com/>)) and home to the Headquarters, First Battalion of the 110th Medical Regiment that deployed for service in World War II. The buildings that served as a home for the Nebraska National Guard in the community still stand today as a living memorial of the past.

The original home of the medical headquarters prior to and immediately following World War II, was the City Auditorium in downtown Columbus. The unit trained there prior to the call up for active duty on June 3, 1940. It is currently the Columbus Senior Center and is located downtown next to the public library.

The "new" armory was built in 1956 at a cost of \$124,900 near the northeast entrance to Pawnee Park off of 26th Street. The armory was home to Company E, 134th Infantry Regiment under the leadership of 1LT Leonard Kiolbasa. The unit was redesignated Company E, First Battle Group, 134th Infantry on May 1, 1959 and was redesignated Company C, 1st Battalion (MECH), 134th Infantry on April 1, 1963.

The infantry transitioned to the 1075th Transportation Company on September 1, 2002. The unit deployed in support of Operation Iraqi Freedom and provided transportation and convoy security. Elements of the unit distinguished themselves at the Battle of Bismarck that occurred on Palm Sunday March 20, 2005 near where Alternate Supply Route (ASR) Bismarck



"New Armory" near Pawnee Park from 1956-2010



*Unit that first occupied the "new" armory in 1956.
LT Kiolbasa commanding.*

intersected with ASR Detroit. (<http://netnebraska.org/article/news/966277/it-got-scary-nebraska-national-guard-soldiers-reflect-ambush-iraq-10-years-later>)

The unit moved to its new \$9.5 million Armed Forces Readiness Center east of town on 26th Avenue on March 15, 2010. The state-of-the-art-facility is home to the Nebraska Army National Guard unit and the 45th Military Police Detachment Law and Order unit of the United States Army Reserve.

The current facility has a historical display near the front entrance and restored artifacts that reflect the rich history the Nebraska National Guard has with the city of Columbus.





MOVIE REVIEW: THE GOOD LIE

Directed by Thad Lunkinbill
Staring Reese Witherspoon
<http://www.thegoodliemovie.com>

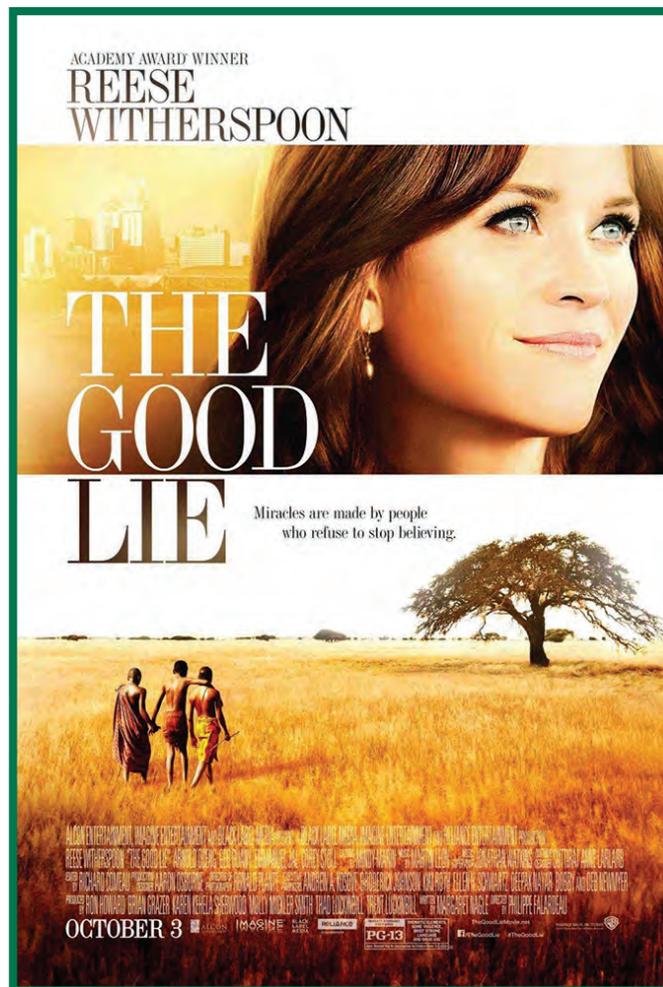
Review by CW3 Jennifer Fotinos

The Good Lie was released on October 3, 2014. The movie is based on a true story of the *The Lost Boys of Sudan*. *The Good Lie* tells about the experiences of the child refugees who endured the tragedies of the Second Sudanese Civil War. The film's characters may have been fictional but the storyline was based on actual refugees' experiences. The actors and actresses had real ties to the events.

The Good Lie begins with children running around their village, playing and teasing each other; no shoes on their feet and barely any clothes on their bodies. Yet the joy and love of being with their siblings was portrayed throughout the movie. The temperatures in Kenya are very warm during the day and cold in the evenings. The siblings consisted of four brothers, Theo, Mamere, Paul, Daniel, and one sister, Abital Deng.

On one summer day the laughter ended with screams and gunshots fired in the air. The militia had invaded the village where the children lived. The militia went through the village killing everyone they found and burning the huts. Theo, the eldest sibling, ran searching for his father so they could flee together. The other three siblings ran to a far away tree and waited for their father and brother to come lead them away. When Theo found him, his father had already been shot and killed. Theo knew that he needed to take charge of the family, so he ran as fast as he could to gather his siblings and ran away with the rest of the village.

The children traveled by foot from Sudan to Ethiopia and then to Kenya. On their



way to Ethiopia, the food and water were scarce and many times nonexistent. At one point they stole food from lions. Their bodies became weaker and weaker. The first sibling they lost was their youngest brother Daniel. He became very sick and he soon passed on. As they continued to get closer to Ethiopia they met other refugees who were fleeing Ethiopia.

The area had been taken over and everyone was fleeing to Kenya. They met up with a few other boys, including Jeremiah and his brother. The boys taught each other how to find water by

placing a piece of elephant grass into the dried up stream and using it as a straw.

On their way to Kenya they came across a river and began to drink the water. Soon they heard gun shots and then bodies began to float down the river. Theo quickly made a decision to cross the river before the militia caught up with them. They made rope out of the trees and brush. Theo, who was also now the Chief, swam across the river. The rest of the children followed except for Jeremiah's brother. Jeremiah tried to get him to come, but then his brother was shot and killed by the militia.

One night Mamere convinced Theo that they needed to stop and rest. They laid down in the tall elephant grass and slept through the night. Morning came and Mamere rose up first to find the militia passing through. Mamere went down in the grass, but not before the militia had seen him. Theo then rose quickly to protect his family and convinced the guards that he was alone, and they took him away. At this moment Mamere became Chief.

The children traveled for over 800 days to get to Kenya. Once at the refugee camp they spent many years waiting for their names to come up on the list to take them to America. The children who traveled together registered as one family. Finally after many years of checking for their names on the board, their names finally appeared. This was their chance to start over. They finally were on their way to America, thirteen years after the militia attacked their village.

Continued on page 19



The Good Lie continued from page 18

When they arrived in United States of America they learned that their sister Abital was being placed in Boston, Massachusetts, while the boys were being placed in Kansas City, Missouri. The system would not allow Abital to stay with her brothers because immigration said there was not enough room and that it wasn't right for a young girl to be with the boys alone.

When they arrived in Kansas City, the church sponsor didn't show up at the airport, so Carrie Davis (played by Reese Witherspoon), an Employment Agency Counselor, picked them up. The boys began to identify cultural differences immediately. One of the first things they discovered was that Carrie was not married and they came to the conclusion that she must be very strong to take care of herself alone. The apartment they moved into was so big that they couldn't understand why their sister could not live with them. It took them some time to get used to not sleeping on the mattresses on the floor. They had never seen a telephone so when it rang, they thought it was an alarm for something. It was a very difficult process to find them employment. None of the boys had a lot of skills. Jeremiah worked at a grocery store, where the manager had him throwing out expired food. Jeremiah couldn't understand this. He knew that many of his people back home were still starving and sick. He couldn't understand why they were not donating the food. His values took over and he resigned from his job.

Paul encountered a few co-workers that introduced him to marijuana. Paul, who was very efficient and good with his hands, began to let the drugs take control. Lucky for him, Carrie was able to smooth things over with the employer. Only one could afford to go to school. It was decided that Mamere would be the first. He was studying to become a doctor.



The transition to life in America was not easy. It became apparent that the language barriers, values and respect for each other brought conflict among them.

Abital was the mother figure to the boys. She may not have been the eldest, but they all respected her. She was deeply missed. They spoke with the immigration agency to have her transferred to Kansas City. The law required Abital to have a family sponsor her. Without telling much more of the movie I will end Abital's journey at this point.

The movie title, *The Good Lie*, was based on the Huckleberry Finn book where Huck told a lie to save the lives of others. In this movie we see the sacrifice Theo made for his family to keep them safe. After 9-11 the program to transfer refugees was stopped indefinitely. There were no more refugees leaving Kenya or any of the other camps. One day Abital received a letter that said her brother, Theo, was alive. Mamere decided it was his chance to make amends for what happened many years ago. He traveled to find his brother to bring him home.

I highly recommend this movie. It's an eye-opening story of what is actually happening in other countries and to understand the needs of these human beings just to stay alive. As I watched this movie, it brought back the story of a young mother who lives here in Lincoln, Nebraska. This mother's story of survival deeply touched my soul. As my eyes filled with tears listening to her story, the same occurred while watching this movie. It makes you appreciate the little things you may have taken for granted growing up. You cannot compare life tragedies. You can only open your eyes and heart and listen. Fight for what you want your life to be, not what everyone else wants you to be. Be observant when interacting with other cultures and do not judge based on your cultural values.





WEBSITE REVIEW:

AMERICAN INDIAN HERITAGE FOUNDATION

<http://indians.org/>

Review by MSgt Jennifer Eloge

The American Indian Heritage Foundation (AIHF) was established in 1973 to provide relief services to American Indian people nationwide and to build bridges of understanding and friendship between American Indian and non-Indian people. Through informative materials, special events, cultural sharing opportunities and the website Indians.org, they have reached many people with positive and proper representations of contemporary Indian culture.

The website's layout is very useful and easy to navigate. The tabs for the sections are on the top under the heading picture. The tabs are hard to read as the letters are in a dark reddish hue against a black background, but the subject of the tabs are clear as to their purpose: Home, About Us, Our Programs, Your Indian Ancestry, Your Support and Contact Us.

The home page is simply an overview of the website, while the About Us section gives details on their purpose. "The hallmark of the American Indian Heritage Foundation is its continuing dedication to encourage Indian people to aspire to excellence in their own lives and to provide relief services to Indian people nationwide, while building bridges of understanding and friendship. The multifaceted programs of the Foundation have helped American Indian people achieve greater fulfillment and a deeper pride in their heritage."

Princess Pale Moon is the founder of the AIHF and she has a clear vision of what she wants to accomplish:

"From our humble beginnings in 1973, we have grown, with the support of individual and corporate donors nationwide, into one of the largest privately supported non-profit Indian organizations in the United States.

"As founder, my goal became two-fold, to provide necessary relief services and supplies to needy Indian families nationwide and help build bridges of understanding and friendship between Indian and non-Indian people. Through informative materials, special events, cultural sharing opportunities and the World Wide Web, we have reached thousands with positive and proper representations of contemporary Indian culture as well as preservation of the old and treasured.

"The needs are great and we are confident that the spirited giving of those who care about the needs of our First Americans, continue to make it possible for these goals to be achieved. We



Princess Pale Moon

encourage you to consider joining our team of supporters, as a friend of the Indian, and watch your investment in people's lives make a difference. I really love going to work every day because what we provide for Indian families is definitely needed and greatly appreciated by them.

"May you be strengthened by yesterday's rain, walk straight into tomorrow's wind, and cherish each moment of the sunshine today."

"May you always walk in beauty,

"Princess Pale Moon, President/Chairman"

The Our Programs tab has an overview of the current programs the AIHF is currently offering for American Indians that includes Emergency Relief Distribution Program, the National

Continued on page 21



Indians.org continued from page 20

Miss Indian USA Scholarship Program and the National American Indian Student Eagle Awards Program.

Your Indian Ancestry has a lot of very useful information to begin ancestor research including steps to take to start on the journey of discovery. Tools include a resource directory, tribal directory, many articles on American Indians, and Indigenous Peoples' Literature. The steps to take are as follows:

1. Identify and Record Your Ancestors. Available for download are worksheets to record the research: Family Ancestor and a Five Generation Ancestor Worksheet. They say to handwrite everything on the sheets, contact relatives, keep focused on the researcher's direct line and not to get sidetracked with information about cousins, aunts and uncles.
2. Build Your Family Tree. This section says to click one of the links below. The only link below is to Ancestry.com, yet they use the site Archives.com in the illustration. They recommend the researcher now starts transferring the handwritten names from Step 1 to an electronic version. Like all genealogical research, they suggest to start before having all the data to fill in the forms as more information will come to light as they fill out the information online.
3. Search Historical and Census Records. "It is essential for you to establish the names and dates of your ancestors and know the states and counties where they lived, before you can contact tribal offices to secure their enrollment rules and application. That is why this 4 Step process is necessary and your search on the Ancestry Records links below are valuable because it may introduce you to other relatives who have already established your Indian ancestry. I have found that the Ancestry Records links below saved me hours of searching and it will be your most valuable source."
4. Identify Your Tribe and Enrollment Process. "Once you have validated your ancestral names and vital dates through your family tree on Ancestry.com and their records, you may now be ready to find the tribe or tribes your family belongs to. We will give you a series of questions to ask the tribal office in order to complete the next step to take, in comparing your names with their tribal rolls and also fulfilling their requirements. Every tribe has their own unique enrollment process and requirements. But you must first have all your data and information ready before approaching the tribe about your ancestry lineage."

The Your Support page is a place to give donations to the organization. This area also goes into more depth as to where the money goes. "The American Indian Heritage Foundation, sponsor of Indians.org has a two-fold mission, serving the

American Indian Tribal Directory



American Indians is the term that applies to all Native Americans that once lived in North America. These were the men and women living on the continent long before white settlers from Europe arrived. They have a long and drawn out history, which only serves to make those settlers look bad. They were forced west and shuffled off of the land they owned for centuries. This term is sometimes known as indigenous people.

tribes and sharing the culture. Our programs designed to share the culture include: promotion of November National American Indian Heritage Month, support for Pow Wows and Indian ceremonies, and printed materials provided to the public to promote a national public awareness of the contributions of Native Americans, as well as the culture, traditions and special needs of American Indian people."

Overall this website is laid out in a very user friendly, organized and efficient manner and is very easy to use. It has great information for individuals who want to know more about American Indians or who want to discover their own Indian heritage. Princess Pale Moon is the current President of the organization and mentions she wants to continue to help Indians, but the needs are great and they are in need of support. The website also includes advertising and many links to other sites with helpful information.

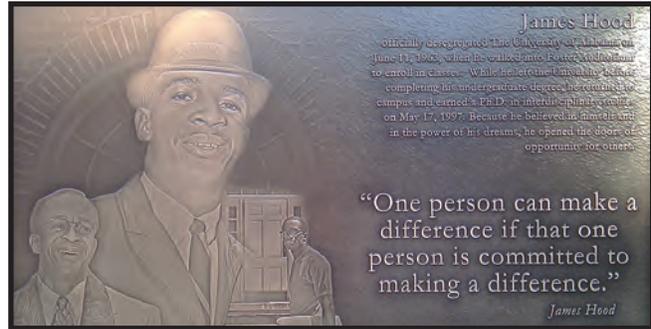




IMPORTANT DATES IN HISTORY: JUNE AND JULY TRIVIA ANSWERS

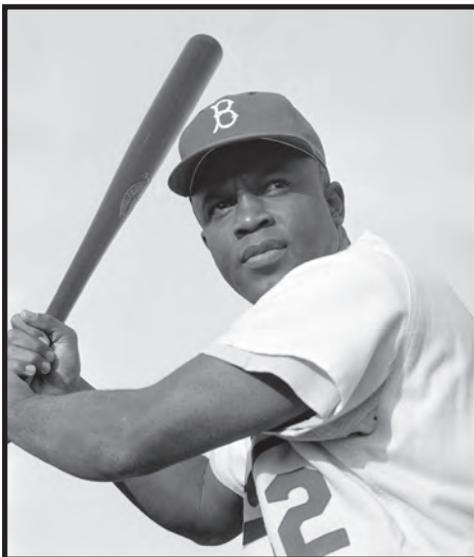


"Vivian Malone registering" by Warren K. Leffler, U.S. News & World Report Magazine - Library of Congress Prints and Photographs Division. U.S. News & World Report Magazine Collection. This image is available from the United States Library of Congress's Prints and Photographs division under the digital ID ppmsca.05542.



Plaque dedicated to James A. Hood

1. B. On June 1, 1963 Governor George Wallace vows to defy the injunction that orders the integration of the University of Alabama. On June 10, President Kennedy federalizes Alabama National Guard troops and sends them to the University of Alabama. On June 11, Governor Wallace yields to the pressure and African American students Vivian Malone and James A. Hood are enrolled at the University of Alabama.



"Jackie Robinson, Brooklyn Dodgers, 1954" Photo by Bob Sandberg, Look photographer - Library of Congress Native name Library of Congress Location Washington, D.C. Established1800Websitewww.loc.gov. Licensed under Public Domain via Wikimedia Commons - http://commons.wikimedia.org/wiki/File:Jackie_Robinson,_Brooklyn_Dodgers,_1954.jpg#/media/File:Jackie_Robinson,_Brooklyn_Dodgers,_1954.jpg

2. C. Jackie Robinson was inducted into the Hall of Fame in Cooperstown, New York, on July 23, 1962. Satchel Paige was inducted in 1971 and Bob Gibson in 1981.

3. C. The first quick-frozen foods (fruits, vegetables, seafood and meat) were sold commercially to the public in 1930 under the trademarked name Birds Eye Frosted Foods®.
4. D. On June 18, 1873, Susan B. Anthony is tried and fined \$100 for voting on November 18, 1872. On June 18, 1983, mission specialist, Dr. Sally Ride became the first American woman to travel into space.



"Portrait of Susan B. Anthony" by Frances Benjamin Johnston - The World's Work, 1906: <http://www.archive.org/stream/worldswork11gard#page/7362/mode/2up>. Licensed under Public Domain via Wikimedia Commons - http://commons.wikimedia.org/wiki/File:Portrait_of_Susan_B._Anthony.jpg#/media/File:Portrait_of_Susan_B._Anthony.jpg



"Ride-s". Licensed under Public Domain via Wikimedia Commons - <http://commons.wikimedia.org/wiki/File:Ride-s.jpg#/media/File:Ride-s.jpg>

5. B. The ZIP (zone improvement plan) code was introduced nationwide on July 1, 1963.



Federally Employed Women continued from page 11

FEW mourned the death of its fourth National President Priscilla Ransohoff. *Combating Sexual Harassment*, released coincidentally with the Senate hearings on allegations of sexual harassment against Supreme Court nominee Clarence Thomas, became an overnight best seller. FEW's 23rd NTP, *Discover with FEW* in '92 was held in Cincinnati, Ohio.

1993

FEW led coalition efforts to monitor a General Accounting Office study designed to identify sex- and race-based discrimination in the General Schedule pay and classification system and develop comprehensive pay equity legislation for workers in the public and private sectors. President Carolyn Kroon led FEW in its return to Las Vegas, Nevada, for the 24th NTP, *Onward to the Future*. FEW's 25th Anniversary Committee designed a commemorative pin, hosted a Capitol Hill reception and led an anniversary songfest at the NTP.

1994

FEW welcomed attendees to Washington, D.C. for the 25th NTP, Making Monumental Strides to the Top. FEW testified before the House Post Office and Civil Service Subcommittee on Compensation and Employee Benefits on expanding the use of sick leave. Merrill Lynch joined FEW in a new investment program for members. Janie Taylor was elected National President for FEW's first two-year term.

1995

A special Task Force surveyed members on the impact of reductions-in-force. Members around the world mourned the loss of two FEW sisters in the bombing of the Alfred P. Murrah Federal Building in Oklahoma City. FEW made plans to commemorate the 75th Anniversary of Women's Suffrage by joining the March in Washington, D.C. FEW's 26th NTP, *Summit for Success*, was held in Tacoma, Washington.

1996

FEW joined forces with Federal labor unions and employee associations in fighting off several attempts to reduce employee benefits programs. Congressional leaders stepped up assaults on affirmative action programs. FEW voiced its



1998 FEW Presidents: Dorothy E. Nelms and Jeanette Miller

support for the programs at numerous press conferences hosted by national women's organizations. With training funds limited by budget reductions, the Mid-Continent Region worked hard to ensure success at the 27th NTP, *Excellence in the Heartland*, held in Kansas City, Missouri.

1997

Under the direction of President Dorothy Nelms, the FEW National Office space was extensively remodeled. FEW's News & Views took on a more professional appearance with a change in layout and format. FEW's 28th NTP, *FEW Steps into the Future*, was held in Dallas, Texas.

1998

FEW held a National Awards Banquet on April 30, where FEW's first ever President's Award was presented to the Honorable Donna Shalala, Secretary of the U.S. Department of Health and Human Services. FEW's 29th NTP, *Leadership Begins Here*, was held in Washington, D.C.

1999

FEW President Jeanette Miller signed an updated relationship agreement with OPM Director Janice Lachance. The 30th NTP, *Treasures in the Desert*, was held in Phoenix, Arizona. Burgeoning financial woes forced FEW to close its National Office, furlough its staff and enter into a sublease agreement with a local business.



"Donna Shalala - Knight Foundation" by Knight Foundation - UWM President Donna E. Shalala. Uploaded by Ryulong. Licensed under CC BY-SA 2.0 via Wikimedia Commons - http://commons.wikimedia.org/wiki/File:Donna_Shalala_-_Knight_Foundation.jpg#/media/File:Donna_Shalala_-_Knight_Foundation.jpg





BTG
DIVER-CIPE
CORNER

Submitted by
SSG Heidi McClintock

LACTATION
COOKIES

For all the nursing and pumping moms out there, here is a great recipe for lactation cookies that helps boost your milk supply. Plus they taste great and are healthy. And yes, husbands can eat them too!

Ingredients

| | |
|-----------------------------|------------------------------|
| 1 cup plain flour | 2 tablespoons water |
| ½ tsp baking powder | 1 tablespoon vanilla |
| ½ cup coconut oil | 2 tablespoons brewer's yeast |
| ¾ cup brown sugar | 2 tablespoons wheat germ |
| 2 tablespoons flaxseed meal | 1½ cups old fashioned oats |
| 1 egg | ½ cup dark chocolate chips |



Instructions

Preheat oven to 350 degrees.

In a large bowl, mix coconut oil and brown sugar then add egg and vanilla. Mix well.

In a small bowl, combine flaxseed and water. Let stand for five minutes. Then add to mixture.

Add all dry ingredients except oats and dark chocolate chips and mix well.

Stir in oats and dark chocolate chips.

Make them into balls and bake for 10-12 minutes.

Makes approximately 18-22 two-inch cookies.



Trivia Answers continued from page 22

6. A. Doris A. Davis, a school teacher and city council member, was elected as mayor of Compton, California, on June 5, 1973, making her the first African American woman mayor of a metropolitan US city.
7. C. Both Thomas Jefferson (age 83) and John Adams (age 90) died on July 4, 1826. Adams and Jefferson are the only two Presidents to die on the same day.
8. D. On June 2, 1924, the Indian Citizenship Act was passed by Congress, giving citizenship to all Native Americans born within the territorial limits of the country. The privileges of this citizenship were mostly administered by state law, and the right to vote was often denied in the early 20th century.



Doris A Davis Sworn in as Mayor of Compton, 1973. "Image Ownership: Public Domain" - See more at: <http://www.blackpast.org/aaw/davis-doris-1935#sthash.yQFvqxAM.dpuf>

9. A. On July 26, 1947, the Department of Defense was formed and the National Security Act established the Central Intelligence Agency (CIA). Also on this date President Truman orders the desegregation of all U.S. military forces.
10. B. Father's Day. Sonora Smart Dodd, inspired by Anna Jarvis (who pushed for Mother's Day events) was influential in establishing Father's Day. On June 19, 1910, the Governor of the state of Washington proclaimed the nation's first Father's Day. It wasn't until 1972 (58 years after Mother's Day became official) that Father's Day was recognized as a holiday.



Sonora Smart Dodd

<http://www.historynet.com/today-in-history>
<http://baseballball.org/>
<http://www.history.com>

