

BRIDGING THE

GAP

Through Knowledge, Education, Understanding & Insight

June / July 2009, Issue 16



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

BUILDING DIVERSITY IN THE NEBRASKA NATIONAL GUARD

By LTG (NE) (ret) Roger P. Lempke

In reflecting on my tenure as Adjutant General, I'm very proud to have accomplished most of the objectives I set at the beginning. That said, I wish we could have moved faster and farther in achieving a greater depth of diversity in the Nebraska National Guard. A common phrase heard when talking about diversity is "breaking the glass ceiling." We did this several times over my seven years. What we didn't accomplish was the depth



to build on these successes. Additionally, I don't know that we significantly identified and attacked the insidious institutional biases that continue to lurk in our bureaucratic machinery that inhibit growth in diversity.

The Nebraska National Guard in 2009 is certainly different than in 2000. Early in this decade we promoted the first females in the Army and Air National Guard to Colonel. Near the end of my tour Roma Amundson was nominated for promotion to Brigadier General in the Army National Guard (the promotion will occur during the month of July). On the Air Guard side, Randy Scott (now retired) served with distinction as our first African-American Brigadier General.

We got on a roll of celebrating ethnic events throughout each year with excellent programs that drew large crowds and many honored guests. I recall one year having Lieutenant General Danny James, the Director of the Air National Guard, participate in our celebration

of African American History Month. Paul Adams from the Tuskegee Airmen, who has become a dear friend, was also a guest speaker for an African American Heritage luncheon in 2008. We reached out to the Black and Hispanic communities with some success, attempting to determine the best ways to develop relationships between the National Guard and families and communities. All these special things give me

great pride; but it is a pride tempered by the fact that significant depressions in the road to complete diversity still exist.

The current group of junior and mid-level Noncommissioned Officers (NCOs) and officers available to compete for future senior leadership positions lacks in Black and Hispanic representation—our diversity bench is thin. It may be a long time before minorities other than females are competitive again for general officer rank. A large gap in role models can breed dismay and frustration causing promising contenders to give up and leave the National Guard. The current generation of minority junior NCOs and officers need special nurturing and mentoring to retain each and every one of them. A singular bright spot is the talent and depth of our young female NCOs and officers—Army and Air. I see them competing strongly for senior positions for the foreseeable future.

CARIBBEAN-AMERICAN HERITAGE MONTH

By WO1 Robrenna M. Redl

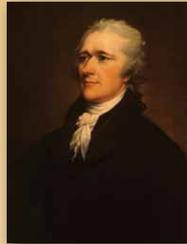
During Caribbean-American Heritage Month (June), the contributions of Caribbean Americans are celebrated as a tribute to the common culture and relationships that unify the United States and the Caribbean countries. From government leaders, to sports, to entertainment and the arts, many Caribbean Americans such as former Secretary of State Colin Powell, have significantly contributed to our Nation. The Caribbean is known for its rich culture, sandy beaches, crystal blue waters, clear skies, rhythmic music and laid back atmosphere. It's also known for the warm weather and vibrant people. Many of us think of the Caribbean as a getaway on a honeymoon or a cruise destination, however, the history and traditions stemming from difficult beginnings now display beauty and triumph.

The History of the Caribbean

The history of the Caribbean is one of hardship, strength, perseverance and unity. The Caribbean is composed of people from all over the world including those who migrated freely and those who were taken there by force. The biggest migration to the Caribbean was a forced migration of enslaved people from Africa through the triangular trade, also known as the transatlantic slave trade, which represents three points of the trade routes between Europe, Africa and the Caribbean.

Between 1662 and 1807, Britain shipped 3.1 million Africans across the Atlantic Ocean. Africans were forcibly brought to British owned colonies in the

Famous Caribbean-Americans Include:



Alexander Hamilton- the first U.S. Treasury secretary, born on the West Indian island of Nevis.



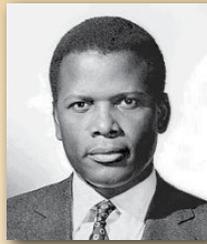
Jean Baptiste Point du Sable- considered the founder of Chicago, was born in St. Marc, Haiti.



Colin Powell- the first Black U.S. Secretary of State, the son of Jamaican parents.



Shirley Chisholm, the first African-American Congresswoman and first African-American woman candidate for President; born to Barbadian parents.



Sidney Poitier – Oscar winning actor/director, son of Bahamian parents.



Will.i.am- Musician/songwriter-songwriter; a Jamaican- American.



James Weldon Johnson, he founded a newspaper in Florida, the Daily American and wrote the lyrics to Lift Every Voice and Sing.



Cicely Tyson - Oscar nominated Actress, born to parents from West Indian island of Nevis.



Harry Belafonte- Actor/musician/social activist; Jamaican-American.

Caribbean and sold as slaves to work on the plantations. Those engaged in the trade were driven by the huge financial gain to be made, both in the Caribbean and in Britain. The main exports from the Caribbean of sugar, molasses and rum were all made possible due to the fields of sugar cane. Other important goods included salt, rice, cocoa and fruit.

Similar to present day United States, there were many different religious and cultural identities in the early Caribbean. Like much of the region, Port Royal in seventeenth century Jamaica was home to people of many different cultures and religions. I found it fascinating to discover that Protestants, Catholics, Quakers and Jews had places of worship there. In both Grenada and St. Lucia (former French islands) most people, interestingly enough especially those of African descent, were Catholics. The Caribbean society at the time was dominated by the established Anglican Church. This created a struggle for religious and educational rights of those who followed other denominations and religions. Enslaved Africans constantly fought to keep their identity and heritage from deteriorating. They mixed African with European and indigenous traditions in carnival, religion, storytelling, Obeah (which is the practice of folk medicine and religion originating in West Africa) and medicine.

The Caribbean became more diverse because of the migration of indentured labor from India and China in the nineteenth century. These laborers worked on plantations in places such as Jamaica, Trinidad and British Guiana.

Enslaved people constantly rebelled against slavery up until the Caribbean emancipation in 1834, 29 years before President Lincoln signed the Emancipation Proclamation that ended slavery in the United States. The more dramatic slave revolts during the eighteenth and nineteenth centuries included Tacky's rebellion in 1760s Jamaica; the Haitian Revolution (1789),

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Caribbean American Continued from Page 2



which lead to Haiti becoming the world's first free black nation in the western hemisphere; Fedon's 1790s revolution in Grenada; the 1816 Barbados slave revolt led by Bussa; and the major 1831 slave revolt in

Jamaica led by Sam Sharpe. In addition, voices of dissent began emerging in Britain, highlighting the poor conditions of enslaved people. The British slave trade officially ended in 1807, making the buying and selling of slaves from Africa illegal; however, slavery itself had not ended. It was not until August 1, 1834 that slavery ended in the British Caribbean following legislation passed the previous year.

According to the National Archives website (<http://www.nationalarchives.gov.uk/caribbeanhistory>), following emancipation there was a new society of freed people across the Caribbean. However, living conditions did not improve, and women on different islands wrote letters and petitions; many fought for property and business rights, widows asked for financial help, others petitioned on behalf of male relatives and some pushed for social and political change.

From the middle to late 1800s, the Caribbean saw many changes. Colonial governments reformed judicial systems, police forces, education and health care. Roads and railways were built, botanical gardens were developed, water supplies and sanitation improved and telegraph cable was established. Authorities introduced mass vaccinations against common diseases and provided relief following natural disasters.

The late 19th century brought improvements in communications by telegraph cables and travel via steam ships. These advances helped make

tourism a defining element of Caribbean life, with Americans and Canadians visiting the islands to escape the long northern winters. Workers from British Caribbean islands also moved to neighboring Spanish islands and Central America in search of work. One of the main projects that attracted such workers was the building of the Panama Canal. Additionally, about 40,000 Jamaicans and Barbadians settled in Cuba in the early twentieth century after migrating there to work in the sugar industry. Businessmen, smugglers and merchants alike took advantage of the economic opportunities open to them. Unfortunately, cartels existed on some islands, and the Bahamas was used by Americans to buy and consume alcohol during prohibition.

Carnivale

The beginnings of Carnivale is said to be rooted in Italy. The festival held right before Lent in which wild costumes are worn and people parade and dance in the streets has been celebrated for hundreds of years. During Lent, those of the Catholic faith are not supposed to eat meat, hence the term "carnivale" - which means "to put away meat." The festival and the carnivals became popular in other European countries such as France, Spain and Portugal. The tradition spread throughout the world. Catholic Europeans set up colonies in regions where the slave trade was dominant, to include the Caribbean Islands. Dance and music traditions of Europeans, Caribbeans and Africans transformed the early European carnival traditions in the Americas. These traditions were believed to bring good fortune, heal problems and calm angry spirits. Caribbean carnivale traditions also borrowed the tradition of creating pieces of sculpture, masks and costumes from the African culture. For

the people of the Caribbean, carnivale became an important way to express their rich cultural traditions.

There are no spectators at carnivale. Everyone is part of the show while being entertained by music orchestras, parades, dances and wearing costumes depicting a common theme. Carnivale celebrations include festivities such as music competitions, festivals, concerts and street "jump-up's" (which allows groups who are not participants in the Grand

Parade to jump up or participate in the "Gran Marcha"). Beauty pageants, balls, parades, etc. take place, and vary from country to country and from island to island. Even children participate in carnivale.

For days, sometimes weeks, the people of the Caribbean express themselves. Carnivale traditions are celebrated all over the United States in cities such as Chicago, Illinois;

Baltimore, Maryland; Austin, Texas; New Orleans, Louisiana; Tacoma, Washington; Charleston, South Carolina and many more.

Caribbean-American Heritage Month

During the late 1990's the Institute for Caribbean Studies began to recognize the need to celebrate Caribbean-American heritage. Caribbean-American Heritage Month was established in June 2006 as a way to celebrate the contributions that Caribbean-Americans have made.

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2009 WOMEN'S HISTORY MONTH CELEBRATION RECAP

By Pam Makovicka

On April 2, 2009 the Nebraska Military Department celebrated Women's History Month with an awesome speaker, Cheryl Zwart. Her presentation was titled *Hidden in Plain View: The Formidable Strength of the Weaker Sex*. Attendees were regaled with a history of women in the military. Mrs.

Zwart provided in-depth and fascinating information starting with the women who snuck into the military to serve their country during the Revolutionary War to today's women in the military. Her information was so interesting that she agreed to provide the script from her presentation. The first half of her talk follows this article; the second half will be featured in Issue 17. She concluded her remarks by encouraging everyone to reach for their goals. Being a very passionate woman, she made everyone feel the meaning of her presentation.

A delicious lunch was served by The Blend, a woman-owned coffee house, deli, gift shoppe and internet café. Evette Balkus does a great job at catering and I encourage you to visit her coffee house at 4900 North 26th Street.

Annually we recognize a woman for her exceptional accomplishments. Since this year is designated the Year of the Noncommissioned Officer (NCO), we chose SSG Lillie Chambers, G6 Administrative Services Branch Chief. She provides a powerful example for leading her team to success. Thanks, Lillie, for all you do for the Nebraska Military



Cheryl Zwart and COL David Zwart

Department.

Col Roma Amundson then surprised me by presenting me with the Strength in Diversity recognition, a beautiful poster that I will always treasure. I really believe in improving our knowledge and strength in diversity. It is an honor for me to work on the Special

Emphasis (SEP) Group, and assist in spreading knowledge throughout the Nebraska Military Department and our community.

The celebration ended with Major General Bailey's closing remarks and presentation of a certificate of appreciation to Mrs. Zwart. As always, it is important to celebrate the accomplishments of women. The Nebraska Military Department is filled with amazing women who deserve recognition for their accomplishments. 🌍



SSG Lillie Chambers and Pam Makovicka



COL Roma Amundson and Pam Makovicka



SSG Lillie Chambers and Pam Makovicka



HIDDEN IN PLAIN VIEW: THE FORMIDABLE STRENGTH OF THE WEAKER SEX

By Cheryl Zwart

The following article is the first half of Mrs. Cheryl Zwart's remarks given at the Nebraska Military Department's 2009 Women's History Month Celebration. It provides a brief history of women who defended the United States during the Revolutionary War. The second half, to be published in Issue 17, will focus on women from post-Revolutionary times to the present.

In 1763, following the Seven Years War with France, the British government began to tighten its control over the colonists on the American frontier. The British had successfully protected the colonists from the French threat and was now proposing to station 10,000 soldiers along the American frontiers, and to have the Americans pay part of the bill. To that end, the British enacted the Sugar Act and the Stamp Act, both acts serving to impose taxes on the colonists.¹

The American colonists revolted and claimed only local assemblies, not the British Parliament, had a right to levy taxes on Americans. Patriot leaders argued the red-coated Regulars of the British military would be used to suppress American liberties, not protect its frontiers. Patriot preachers in colony churches warned that the privileges of democracy were being threatened by the laws and taxes of King George III and his Tories. Preachers in the Established Church remained loyal to King George.

British General Thomas Gage was appointed to oversee the growing tension in the American colonies on November 16, 1764. Since Boston had become the focal point of the patriot rebellion, General Gage began to draw troops into Boston.² By 1768, 3,000 British troops occupied Boston and due to a housing shortage, were being quartered in the taverns and unoccupied homes of Boston as required under the British Parliament's Quartering Act of 1765. This fact only helped confirm the Patriot's message -- in the minds of the colonists, the British were not there to protect American liberties, but to place America under British military rule.³ The Patriots began



Cheryl Zwart

collecting and storing ammunition to fight the British.

By the spring of 1775, the British had received information that the Patriots had stores of ammunition and cannons located in Concord, Middlesex County, Massachusetts. The British had also received reports that two key leaders in the Patriot rebellion, Samuel Adams

and John Hancock, were being housed in Concord.

On April 18, 1775, General Thomas Gage, who led the British Army during the American Revolutionary War, summoned his senior officers to Boston's Province House and ordered them to begin a surprise attack to secure the cannons and ammunition stored at Concord and, if possible, capture Samuel Adams and John Hancock. The meeting adjourned at 8:30 p.m.⁴

The Patriots were not, however, surprised by the British attack on Lexington and Concord. General Gage's wife, Margaret, was a Patriot at heart and a close friend of Joseph Warren, a Patriot ringleader and chairman of the committee of safety for the Provincial Congress.⁵ Sometime between 9:00 p.m. and 10:00 p.m. on April 18, 1775, Joseph Warren told William Dawes and Paul Revere that the British were coming -- the beginning of

what is now known as Paul Revere's ride.⁶

As Henry Wadsworth Longfellow wrote, Dawes and Revere were:

*Ready to ride and spread the alarm
Through every Middlesex village and
farm.*

That alarm found its way to a village in Middlesex County called Pepperell by late morning on April 19. The minutemen of Pepperell, who had been drilling once a week for several months, immediately left to defend Lexington and Concord, leaving behind their wives and children, including Prudence Wright.

Prudence Cummings Wright was born on November 26, 1740 in Middlesex County, Massachusetts. By eighteen, she had learned the proper things a girl should know. She could sew, knit, make candles, mold bullets, make soap, preserve meat, cook, ride a horse and recite her catechism verbatim. She also

possessed two skills only boys were taught: she could read and write. In 1761, at the age of 21, she married David Wright and thereafter was known as *Mrs. David Wright*.

Prudence Wright had a brother, Samuel, who was a Tory. About a month before the battles of Lexington and Concord, Prudence was staying at her brother's home and overheard Samuel and another Tory, Captain Leonard Whiting, talking about Jewitt's bridge near

Pepperell. The bridge provided direct access between the British forces in Canada and those located in Boston. Prudence listened as her brother and Captain Whiting discussed how the



Margaret Gage

Hidden in Plain View Continued from Page 5

bridge was being used to convey orders and information to General Gage in Boston.

With the minutemen of Pepperell off to war, Prudence Wright summoned all the women of Pepperell and the neighboring towns of Groton and Hollis, and explained that they must guard the bridge. Approximately thirty women went back to their homes, put on their husband's clothing, grabbed muskets and returned to Pepperell. Prudence was elected commander, and on the night of April 19, 1775, *Mrs. David Wright's Guard* proceeded to the location of Jewett's Bridge. These women were not sure if they would face British troops, spies, or scouts, but were determined to guard the bridge. That night, two British soldiers en route to Boston with secret, treasonable, information approached the bridge to cross. One of the soldiers was Prudence Wright's brother, Samuel. Prudence had apparently said something because Samuel recognized his sister's voice, and realizing she would fight to the death if necessary, fled and never saw his sister again.

Captain Whiting was not, however, intimidated by a mere group of women and attempted to cross the bridge. He was captured, the information in his boot was seized, and he was turned over to the colonists' committee on safety. A granite tablet acknowledging the courage and contribution of *Mrs. David Wright's Guard* was erected near Jewett's Bridge in the late 1800s. The tablet states:

Near this spot a party of patriotic women under the leadership of Mrs. David Wright of Pepperell, in April 1775, captured Leonard Whiting, a Tory who was carrying treasonable despatches to the enemy at Boston. He was taken a prisoner to Groton and the despatches were sent to the committee of safety at Cambridge.

Although *Mrs. David Wright's Guard* was thanked for its service at Jewett's Bridge, it was immediately disbanded thereafter.⁷

Margaret Gage was sent to England.



Molly Pitcher

However, women continued to play an important role in the Revolutionary War. Many women accompanied their husbands to the battlefield because they had no independent means of supporting themselves and needed military rations in order to eat. General Washington initially prohibited wives from battlefield areas, stating they were a nuisance and clogged up his troop movements. However, he later realized their importance as cooks and nurses, considered them *Women of the Army*, and instructed his men to treat them as regular Army personnel. These women learned the troop drills and were subject to military discipline.

It is estimated that at least 10,000 *Women of the Army* served during the Revolutionary War. Two such women were Mary Ludwig Hayes and Margaret Corbin. Mary Ludwig Hayes is known by many as Molly Pitcher. Molly Pitcher is actually the title used to describe the thousands of women who served on the battlefield during the revolutionary war. Interestingly, according to historical records, Mary Ludwig Hayes was described by the men in her company as a "twenty-two-year-old illiterate pregnant woman who smoked and chewed tobacco and swore as well as any of the male soldiers." She was also respected for her courage and skill under fire, including when she took over the job of firing her husband's cannon when he suffered from heat stroke.

Margaret Corbin did much the same thing in Pennsylvania, but she wore a

man's uniform, and was known as a "bad-tempered, hard-drinking" woman who insisted on being called "Captain Corbin." She was present when her husband was killed by mortar, and immediately took over shooting his cannon. Although the battle was lost, the cannon she manned was the last to fall. She was severely injured. Following the battle, the British found her and treated her, but they released her to return home because, as a woman, she was no real threat.

Other women, like Deborah Sampson Gannett, donned men's uniforms and impersonated men in order to fight. She signed enlistment papers, passed the military physical, and served in the 4th Massachusetts Regiment as Robert Shurtleff for two years. She was injured when a musket shot entered her thigh, but she did not report this injury to a doctor for fear he would discover her secret. Later, when she developed a fever, a treating doctor discovered she was a woman. The doctor treated her in his home, and when she recovered, disclosed her secret to a general at Fort Knox. The general honorably discharged her, but kept her secret.

Of all the women who served in the military during the revolutionary war, only two received a military pension: Deborah Sampson Gannett and Margaret Corbin. Gannett received it twenty years later in response to the repeated requests and petitions of Paul Revere, who vouched for the fact that Gannett had become a decent woman--a wife and mother. Margaret Corbin received it because the Pennsylvania Regiment with whom she served petitioned on her behalf, demanding that she be provided both money and rum rations owed to any disabled military veteran.

Until recently, very little is known about the role of women in the Revolutionary War.⁸ At that time, proper women did not cohabit with men. Women were supposed to be domestic, kind, well-mannered, and seen but not heard. In the postwar period, the role of women

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NEBRASKA NATIONAL GUARD EXCELLENCE IN DIVERSITY AWARDS PRESENTATIONS

By *LaVonne Rosenthal*

The first ever state-level Excellence in Diversity awards for Nebraska National Guard members were presented at two separate occasions.

The first award was presented by BG Kuehn to the Soldiers of the 267th Ordnance Company (SMC) for efforts in celebrating diversity in their organization. During Fiscal Year (FY)

2008, the unit conducted cultural classes taught by 2LT Hamoud (originally from Iraq), a Nebraska National Guard Soldier and member of the 267th. The courses included training for the entire unit on Iraqi language, customs and courtesies. Having the capabilities to provide first-hand knowledge of a diverse culture is a valuable asset to the unit and to the Nebraska Army National Guard.

The individual Army National Guard (ARNG) award was presented to 1LT Juan Vidal on April 6, 2009 by MG Kadavy, The Adjutant General for Nebraska. MG Kadavy remarked on the



importance of 1LT Vidal's efforts in establishing relationships with diverse communities, and assisting in special events to enhance attendance.

In March of 2008, National Guard Bureau was given the approval to expand the 09L recruiting program to Nebraska. The 09L Military Occupational Specialty (MOS) must be filled by a Soldier who is fluent in a second language and able to

serve as a language or cultural specialist for the Army. When the program began, Nebraska had very few venues from which to begin its recruiting efforts. 1LT Vidal was selected to spearhead the 09L recruiting program. In less than one year, he took the program from its infancy and developed it into a strong and flourishing program that recruited four new 09L Soldiers into the Nebraska Army National Guard in less than seven months, and opened the doors for many to follow. 1LT Vidal's wife and daughter were also present for the award presentation, and were recognized by MG Kadavy for supporting their Soldier.



These awards are based on criteria established by National Guard Bureau for the national level Excellence in Diversity Awards. In Nebraska, the awards are presented to outstanding

individuals and organizations (units/wings) for significant contributions to diversity in the Nebraska National Guard. These awards play an important role to combat structural barriers that prevent acceptance of diversity in the workplace. Four awards are available: one to an individual (Air National Guard - ANG and ARNG), and two others to a Wing/Battalion or larger element in both the ANG and the ARNG in recognition of superior performance and significant contributions within the diversity arena, demonstrating a direct impact on the Nebraska National Guard. Request for fiscal year 2009 nominations will be sent out some time in August.

This year's award winners at the state level were forwarded to NGB for competition in national awards. While we didn't receive the award at the next level, we remain dedicated to enhancing and recognizing diversity in the Nebraska Military Department. 🌐

Hidden in Plain View Continued from Page 6

was buried to help re-establish the proper, patriarchal order of American society and the new Republic. The wartime exploits of women who served in the revolution "were not exemplary of Republican womanhood, not something to boast or write about, and certainly not the sort of thing a lady would tell her grandchildren."

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THE O9L TRANSLATOR/INTERPRETER PROGRAM

By COL Roma Amundson

Nebraska is among the few states who are involved in the O9Lima program that provides native speakers of Arabic and related dialects to the United States Army as interpreters and translators. Since mid-2008, the Nebraska National Guard has sent three Soldiers to the linguistics school at Fort Jackson, South Carolina.

SPC Najib Aitmassoud, an immigrant from Morocco, is among the February graduates of the Interpreter/Translator Course at Fort Jackson. Following his graduation, SPC Aitmassoud returned to his home in Omaha to await assignment to a two year tour in the active Army in either Iraq or Afghanistan. He is currently in transit from Camp Shelby to Iraq where he will serve as an interpreter/translator for an active Army unit, and after his tour is complete, return to the Nebraska Army National Guard.

Two other Nebraska Soldiers at the school are SPC Koko and SPC More, both from Sudan. They are in the next iteration of the O9Lima program and will graduate from Basic Combat Training and Advanced Individual Training later in 2009.

Soldiers like SPC Aitmassoud are eagerly sought out in the United States Army simply because of the lack of Soldiers capable of reading and speaking Arabic. This shortage not only puts the lives of American Soldiers and Iraqis at risk, but also greatly complicates the Iraqi understanding of American motives.

One of the greatest contributions of the O9Limas is the development of confidence and trust between the American Soldiers and the Iraqi population. Besides having the ability to communicate in the Arabic language, these interpreters/translators can also clarify cultural differences and explain the customs of the various groups of local people.

Being able to react appropriately to local



people and having an awareness of what their concerns are initiates relationships between the two sets of people and facilitates cooperation. Once dialogue begins in an atmosphere of trust, everyone can then work together in rebuilding Iraq and Afghanistan and provide the local people with the freedoms that we take for granted – freedoms to work, worship, pursue happiness and travel as they wish.

Another contribution of the O9Limas is that they serve as a resource for the American Soldiers and often break down prejudices. As these barriers break down, the O9Limas are seen as people who also have a love and appreciation of the United States and want to give back to the nation. One must realize that these O9Limas have unique backgrounds; some have fought in civil wars, fled their country in the face of persecution, may have seen family members killed or taken away and served under Saddam Hussein. They know what it is like now to experience freedom and the opportunity to achieve whatever it is they want.

The O9Limas occupy special positions, as they can be interpreters for Colonels and Generals, while others support interrogators and intelligence specialists. Their language skills are absolutely essential in the transmission of critical information. They also form relationships with community leaders in the villages to obtain needed information that would not be shared with someone who does not know the language or culture. In other words, these Soldiers are vital to



gaining intelligence knowledge. These Soldiers are often asked for advice about how to communicate more effectively with the local people. They are considered to be invaluable to the unit and are kept out of danger, because their loss would significantly impact the ability of the unit to react to its environment.

Recruits for the O9Lima program must be either immigrants or first generation; they must speak Arabic fluently or any of the dialects, such as Dari, Pashtu, Farsi, etc. They must have an intimate understanding of the Arabic culture and be able to explain it in terms of how Americans can relate to Iraqis or Afghanis. They must be skilled in the English language so as to be able to interpret/translate quickly and accurately, focusing on maintaining the integrity of intent.

The recruits enter the Army as Specialists, and following their testing in English and Arabic to determine relative skills, they enter the school. The O9Lima course has six weeks of intensive training in interpreting/translating skills, and following that, two weeks at the National Training Center in Fort Irwin, California, where they are placed with units training in the Iraqi villages. The Iraqi players create scenarios where the O9Limas must interact with the “local” populations and the Soldiers, really testing their skills to facilitate communication. This portion of the training, though tough, is considered by the students to be the most valuable, and most enjoyable, in developing their abilities to serve as O9Limas.

As a benefit to the recruits, they are provided the necessary legal steps to them to gain facilitated citizenship following their graduation from the O9Lima program. After graduation day, the Soldiers go to Charleston, South Carolina, where they complete paperwork

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TRIVIA: THE 1950's – A TIME OF ELVIS, POODLE SKIRTS, COLOR TELEVISION AND ROCK-N-ROLL

Teenagers became an important section of society during the 1950's when politicians and others realized they would very quickly become voters and consumers. This was also a time of great prosperity. After the depression years and the World Wars, consumerism took off in a big way which created jobs, beginning a circle of growth and wealth.

African American men were continuing to join the military forces and fight for their country, and a change was needed to treat this section of society equally. Thus the battle for civil rights began.

Below are a few questions to test your knowledge of the 1950's.

1. In 1950, the Dalai Lama fled Tibet. Where did he go?
 - a. Britain
 - b. Korea
 - c. Pakistan
 - d. India
2. Elizabeth becomes Queen in 1952 at age 25. Who was her late father?
 - a. Edward VIII
 - b. John XXIII
 - c. George VI
 - d. William V
3. Who wrote and published the book "Invisible Man?"
 - a. Ralph Ellison
 - b. Ann Petry
 - c. James Baldwin
 - d. Richard Wright
4. The first successful organ transplant was in 1954. What organ was it?
 - a. Liver
 - b. Kidney
 - c. Lung
 - d. Heart
5. What products did Hazel Bishop make?
 - a. TV Dinners
 - b. Men's Clothing
 - c. Cosmetics
 - d. Televisions
6. In 1953 Winston Churchill was awarded the Nobel Prize for Literature. True or false?
 - a. True
 - b. False
7. After Egypt took over the Suez Canal in 1956, which two countries attacked Egypt after an initial Israeli attack?
 - a. Britain and India
 - b. USSR and Yugoslavia
 - c. France and Sudan
 - d. Britain and France
8. In 1957, which city made the headlines as Army troops are called in to integrate schools?
 - a. Selma, AL
 - b. Little Rock, AR
 - c. Atlanta, GA
 - d. Montgomery, AL
9. What was an X-15?
 - a. Sci-fi Movie
 - b. Rocket Aircraft
 - c. Nuclear Formula
 - d. Bestselling Novel
10. In 1953, who became the first woman to win the tennis Grand Slam?
 - a. Maureen Connolly
 - b. Billie Jean King
 - c. Virginia Wade
 - d. Margaret Court

Trivia Answers on Page 25

O9L Program Continued from Page 8

and are fingerprinted, with their requests for citizenship being subsequently forwarded to appropriate authorities.

Besides being provided a faster route to citizenship, this training also provides training and skills that are transferable to high paying and prestigious positions in other government and civilian agencies. After their term of enlistment, the graduates from this program may be hired by the CIA, FBI, other defense agencies, or business corporations with interests in Arabic countries.

The success of the O9Lima School at Ft.

Jackson is recognized by the Department of Defense as turning out exceptional Soldiers. The school, which now teaches seven languages, is being tasked with developing resources to train interpreters/translators in eleven more languages coming from the United States Pacific Command (PACOM) and United States African Command (AFRICOM) regions. As of February 2009, 676 soldiers have graduated from the O9L program, with 69 coming from the National Guard.

The success of this school is largely a result of the high degree of commitment, integrity and professional abilities of the staff. The director, instructors and

military staff are of the highest quality; they represent professional degrees up to PhD and are native speakers of their languages/dialects. They care deeply for their students and they recognize the significance of their work in the development of understanding between the people of the United States and those of their native lands. Their love for their native lands is matched by their desires for the people in their homelands to enjoy peace and tranquility and for the development of mutual understanding between the countries. This school is an avenue through which they can pursue these goals. 

BOOK REVIEW

THE AUDACITY OF HOPE: THOUGHTS ON RECLAIMING THE AMERICAN DREAM

Written by Barack Obama

Publisher: Random House Inc., October 2006

Book Review by CPT Dale Burrage

In 1995, when he was only 33 years old, Obama published his life story in "Dreams from My Father: A Story of Race and Inheritance." It won him a Grammy for *Best Spoken Word*. In 1996 he was elected to the Illinois State Senate. The hardcover edition of "The Audacity of Hope: Thoughts on Reclaiming the American Dream" was released in 2006, and soon after he was elected junior Senator to represent the state of Illinois in Washington, D.C. In the hierarchy of 100 senators he ranked 99th in seniority.

Barack Obama was born in Honolulu, Hawaii, in August 1961. He grew up there and in Indonesia. His father, also Barack Obama, was a Luo from Siaya District in western Kenya, and his mother from Kansas. Both were students at the University of Hawaii.

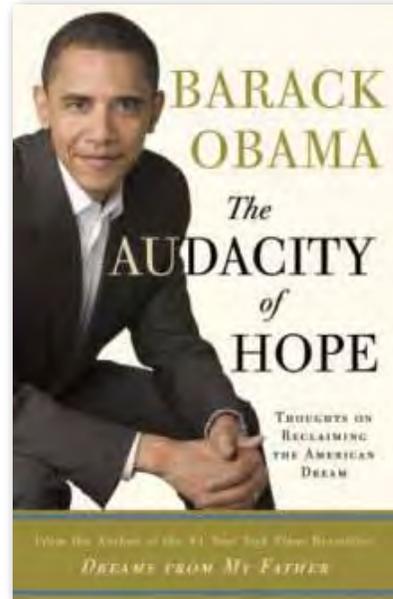
They divorced when he was two and his mother remarried and moved to Indonesia when he was six, where he grew up until he was ten. He then returned to Hawaii where he was raised by his mother's parents. He graduated from Columbia University in 1983 and Harvard Law School in 1991. He taught constitutional law at the University of Chicago. His political career has been meteor-like and is well documented.

Obama first received national publicity in February 1990, when as a "mature" (not straight out of college) second-year law student at Harvard University he was elected president of the Harvard Law Review. He was 28-years old, from Hawaii and the first black to be elected president of the prestigious journal. He had been a community organizer in Chicago before deciding to study law. Eighteen years ago a literary agent recognized the potential in his story and gave him his first contracts and advances to write a book (he didn't make the first target date for completion of his manuscript).

He says that he was steered towards writing a personal story instead of a treatise on race relations, and this led to "a boy's search for his father and through that a workable meaning for his life as a black American." He has not looked back and this became his winning approach. His skillful editing of an article for the journal led to his position at the University of Chicago, and to his being given an office to write his memoir. He finally had to go to Bali in Indonesia for a few months to find the time to finish it.

Perhaps the turning point in his political career came when he was selected to be the keynote speaker at the Democratic Party's National Convention in Boston in 2004. This brought Obama to national attention overnight. There is a deep irony in this as in 2000 Obama tried to attend the party's convention in Los Angeles, and couldn't get in. He had also just lost the primary race to run for a seat in Congress from the First Congressional District in Illinois. What happened in the intervening years for him to be elevated to such a position of honor at the 2004 convention? That is what this book is about: how he was transformed from gatecrasher to keynote speaker.

Obama is an apt and skillful storyteller weaving information together in an intelligent and comprehensible manner. At no point in this book will you be bored. Obama is eloquent and honest in dealing with the key issues America faces at home and abroad, including war, poverty, race, the black underclass, the crisis of the inner cities, education, health



care, the prison system, the role of government and the possibility to realize dreams. Obama has a lot to say about where America should be going and how to get there.

In *The Audacity of Hope* Obama succinctly, but in warm and friendly prose addresses the reader. His take on American politics is genuine and captivating, as he sees clearly its strengths and weaknesses. "I'm a prisoner of my own

biography: I can't help but view the American experience through the lens of a black man of mixed heritage." He begins with a chapter comparing the differences between the Republicans and Democrats.

Then he goes on in another chapter to discuss values. For example, "All the money in the world won't boost student achievement if parents make no effort to instill in their children the values of hard work and delayed gratification. But when we as a society pretend that poor children will fulfill their potential in dilapidated, unsafe schools with outdated equipment and teachers who aren't trained in the subjects they teach, we are perpetuating a lie on these children, and ourselves. We are betraying our values."

Obama then turns to a thorough examination of the United States Constitution, the problem of contradictory interpretations, and the debates that have ensued since it was formulated. As a teacher of constitutional law, his understandings are fascinating.

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BECOMING CITIZENS OF THE WORLD – ONE COUNTRY AT A TIME CUSTOMS IN KUWAIT

By COL (P) Roma Amundson

This is the last article in the series of “Becoming Citizens of the World...” and this time we’ll focus on Kuwait, a country that has served as an arrival and departure place for many of our National

Guard members deployed to the Middle East. Because Nebraska National Guard military members will more than likely have Kuwait as a destination in the near future, it’s important to be aware of the country’s cultural norms.

A bit of history shows that Kuwait has been occupied for well over a thousand years, all the way back to the Ottoman Empire in medieval times. Their survival was often determined by the alliances they established with the dominant powers, and during the sixteenth century, when the Portuguese established both a military and commercial shipping presence, the Kuwaitis allied themselves with the Portuguese. Two centuries later, they joined with the British when they took over as the principal European power in the area. This alliance remained stable until 1961 when the British rule officially ended, and immediately after Kuwait became independent.

Iraq, under Saddam Hussein’s rule, made territorial claims on Kuwait based ostensibly on Iraq’s position as a successor to the Ottoman Empire. British presence



Kuwait City, the main economic hub of the country.

forces were defeated. After the Allied intervention and subsequent victory, the Al-Sabah family was restored to power in Kuwait. The emir, the dual head of state and government, now rules Kuwait as a constitutional monarchy with a National Assembly that helps direct and guide domestic policy.

It’s interesting to understand how citizenship in Kuwait is established. Only those families tracing their residency in Kuwait to before 1920 are allowed full benefits of citizenship. Out of a population of 2,257,000, only 966,000 Kuwaiti nationals live in Kuwait, and less than half can trace residency in Kuwait back to 1920. This means that less than half of the Kuwaiti nationals can enjoy full benefits of citizenship.

This manner of assigning citizenship rights affects the nation’s culture and government in powerful ways. Only educated males enjoying full rights of citizenship are allowed to vote on national issues, a policy which really pares down the number of people able to voice their beliefs and opinions. Statistics show that roughly 9% of the total population of Kuwait is eligible

to vote, thus leaving huge numbers of people living in the country without a political voice.

Arabic is the official language of Kuwait, although English is widely spoken in business and is a compulsory second language in schools. Non-Kuwaitis often speak Urdu and Farsi.

Islam is the religion of 95% of Kuwaitis and governs their personal, political, economic and legal lives. One will find that people resist any information that does not reflect Islamic values. The general belief is that truth exists in Islamic law. As an outgrowth of Islamic law as practiced in Kuwait, women are not accorded equal rights with men. Men and women are considered to be qualitatively different emotionally and intellectually. Nevertheless, Kuwait is unique in that it practices religious tolerance and is the only Gulf country to establish a relationship with the Vatican.

The male leader forms the centerpiece of decision-making, although he respects the consensus of the group. Individuals are always subordinate to the family, tribe or collective. Being able to protect the honor of the extended family leads to leadership and identity within a family/tribe; therefore, tribal membership is the cornerstone of a person’s social identity.

Business Practices

- If meeting with a Kuwaiti government official, schedule meetings in the morning, since government officials are prohibited by tradition from working more than six hours in a day.
- Avoid meetings in July and August, as many Kuwaitis leave the country on vacation to avoid the heat.
- Meetings may be interrupted if they interfere with prayer time.
- Meetings are generally not private and people may wander in and out.
- Remember that the person who asks

Remember that saving face and avoiding shame are crucial for Kuwaiti men; be ready to compromise on an issue if for no other reason than to protect your counterpart’s ego.

Customs in Kuwait Continued from Page 11

you the most questions may be the least important; the most important person at the meeting may be the silent, elderly Kuwaiti who observes your demeanor.

- Government employment in Kuwait is an aspect of the welfare system; Kuwaiti officials may or may not show up for work. Day to day work is done by foreigners or non-Kuwaiti Arabs.
- Friday is the Muslim holy day, and no business is conducted. The work week runs from Saturday through Wednesday. Government hours are between 7:30 a.m. to 2:30 p.m.
- Paperwork should carry two dates – the western date as well as the Arabic date.

Negotiating

- Business will only be discussed once an atmosphere of trust and friendship is established. You may have two or three preliminary meetings consisting of small talk before you will be asked to talk about your business. Remember, you must be asked to talk about your business, even though everyone knows that's the reason you're there.
- Pace of business is significantly slower than in the United States. Since they're in no hurry, Kuwaitis have no fear of silence, so do not feel obligated to speak during times of silence.
- Business cards should be printed in English on one side and in Arabic on the other. Hand your card to your Kuwaiti counterpart with your right hand, with the Arabic side facing him.
- Kuwaitis will get into your personal space; they speak at a close distance. Physical contact such as touching is not uncommon.
- Kuwaiti men often walk hand in hand, so, men, if a Kuwaiti holds your hand, you should interpret it as a sign of friendship.
- Don't try to rush a decision or do a "hard close." If you do, your proposal will probably be turned down.
- Remember that saving face and avoiding shame are crucial for Kuwaiti men; be ready to compromise on an

issue if for no other reason than to protect your counterpart's ego.

- Repeating your main points shows you are telling the truth.
- You may negotiate in English, but the agreements should be written in Arabic. If differences between agreements exist, if one is written in English and the other in Arabic, the Arabic language agreement will prevail.

Business Entertaining

- Kuwaitis consider hospitality a virtue, so they will do the entertaining in their country.
- Be prepared to remove your shoes before entering a building; observe what your hosts are doing.
- Alcohol and pork are illegal; eating is done with the right hand.
- Expect eating utensils only in the most Westernized of Kuwaiti homes.
- If you find a bloody sheep carcass at the front door, it demonstrates that your host slaughtered a sheep in your honor.
- Honored guests are often offered the most prized pieces or delicacies such as the sheep's head. Be prepared to graciously and joyfully experience new foods.
- Leave some food on your plate when you are finished or they will give you more. Kuwaitis shower their guests with abundance, and you should comment on how well and with what abundance you've been treated.
- Accept any offer of food or drink. To turn down hospitality is to reject the person.
- Don't talk about women in general, and don't ask about your host's wife or daughters. Women often dine separately from the men and may have little interaction with guests. Much depends upon the degree of westernization of the family.



- Don't talk about Israel. You can talk about sports such as soccer, horse and camel racing, hunting and falconry.
- When the host stands after the meal, it is finished. The visit should come to an end shortly thereafter.

Greetings

- Let your Kuwaiti counterpart initiate the greeting so you know what to do.
- Westernized Kuwaitis shake hands with other men.
- Western businesswomen should wait for a Kuwaiti man to offer his hand.
- Wait for a Kuwaiti businesswoman to offer her hand or initiate a greeting.
- A traditional Kuwaiti greeting between men involves grasping each other's right hand, placing the left hand on the other's right shoulder and exchanging kisses on each cheek.

Titles/Forms of Address:

- Titles are important. Use the honorific "Mister" and any academic or political title and the first name.
- Do not use the first name until expressly invited to drop the titles.
- The title "Sheikh" denotes that someone is a member of the royal family. It is also used for old and respected men.
- Kuwaiti names are written in the same order as English names – title, given name, middle name and surname. Thus, Sheikh Jaber al-Ahmed al-Sabah is interpreted in this way: Sheikh is his title; his first name is Jaber; al-Ahmed

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WEBSITE REVIEW: <http://www.multiculturalchildrenslit.com/> CELEBRATING CULTURAL DIVERSITY THROUGH CHILDREN'S LITERATURE

Website Review By Denise Anderson

As an avid reader I find a great deal of joy in books because they often let you use your imagination. My daughters have picked up the reading bug and enjoy finding new books that let them use their imagination as well.

I recently found a website where you can use your imagination to see the characters and get a glimpse of what a book is about. It is broken out by categories: African American, Chinese American, Jewish American, Korean American, Latino/Hispanic American, Native American, Middle Eastern and Vietnamese American (the last two which are new categories). The books are categorized by genre: realistic fiction, information (non-fiction), traditional literature, biography, historical fiction, poetry, and fantasy and also by school grades.



The opening page gives a great introduction to the site:

“Welcome to the wonderfully diverse world of children’s multicultural literature, ‘literature that represents any distinct cultural

group through accurate portrayal and rich detail’ (Yokota, 1993, p. 157). Such literature appears in different genre which together present a multitude of perspectives about the lives, culture, and contributions of each cultural group to American society. This web site contains links to annotated bibliographies of children’s multicultural books appropriate for the elementary grades (kindergarten through grade six).”

Even though I did not have a book in front of me, I was still able to read a scenario and get a feel for the people the author was writing about.

There are also related web sites listed that you can click on to learn more about the different ethnic cultures. Enjoy!



Customs in Kuwait Continued from Page 12

is his middle name meaning “son of Ahmed;” al Sahah is the family name meaning “from” or “son of” Sahah.

- Female names are interpreted as such: Princess Fatima bint Ibrahim al-Saud is Princess Fatima, daughter of Ibrahim, of the house of Saud.

Gifts

- If you are invited to a Kuwaiti home, bring a houseplant, box of imported chocolates or a small gift from your home country.
- If a man must give a gift to a woman, he should say that it is from his wife, mother, sister or some other female relative.
- Do not give alcohol.
- Gifts are not opened when received.
- Avoid admiring an item too effusively; a Kuwaiti will feel obligated to give it

to you as a gift.

Dress

- Dress conservatively and well. Kuwaitis judge people by appearance and dress.
- Do not wear native clothing; Kuwaitis find it offensive to see Westerners dress in their style of clothing.
- Dress should be modest, meaning that men should wear long trousers and a long-sleeved shirt buttoned to the collarbone and women should not wear pants or pants suits. Women should wear dresses with high necklines, sleeves at least to the elbow and hemlines well below the knee. Women, you may want to take a scarf with you to cover your head; if Kuwaiti men look lewdly at you, you are probably dressed inappropriately.

Things-to-know

- The left hand is considered unclean in the Arab world. Forget you have a left

hand.

- Don't point at another person – this is very impolite.
- Keep both feet on the ground. Don't cross your legs when sitting. Never show the bottom of your foot to an Arab.
- The “thumbs up” gesture is offensive throughout the Arab world.
- Kuwait is nine hours ahead of U.S. Central Standard Time.

Sources

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DIVERSITY FROM A HUMAN RESOURCES (HR) PERSPECTIVE

By Kari Foote – State Human Resources Manager

I was asked to write this article a few months ago, and the topic has been rolling around in my head for the entire time. Diversity is a topic that I have a lot of thoughts and feelings about, and honestly, have a difficult time writing about it from an HR perspective. In my experience, the HR perspective about diversity is as diverse as the subject itself. So, instead of trying to represent my profession, I can only attempt to give you my personal thoughts and feelings on the subject.

Of course, these are only my thoughts. Anything I tell you is my opinion, filtered through my experience as a white woman, born in the United States, raised in the Midwest, college educated in the field of Human Resources, Generation X, married to a person with similar experiences...and the list could go on. All my experiences in life shape my outlook and affect the lens through which I evaluate the world. My belief is that my experience, and my lens, is no more or less valuable than yours. I believe that attitude is the foundation of my opinions on diversity.

My perception is that when people hear an HR professional talk about diversity, there are a lot of outside issues that begin to cloud the discussion. Let me be clear. Diversity is not “affirmative action” and it’s not “equal opportunity.” These are what I call the “mechanics” of diversity. I feel that if I am to honestly share my thoughts about diversity, I am doing a disservice by not talking about those things. There are federal laws in place that mandate we must not treat people at work differently based on race, ethnicity, religion, gender, color, national origin, disability, age, or status



as a veteran among other things. Furthermore, we must make sure that our work processes do not create an unintended disparate impact for individuals based on those same things.

Equal opportunity is not based on numbers or quotas. It is intended to be far more process oriented than outcome oriented. It is our responsibility to ensure that all our employment practices

everything from how we hire and train people and how we conduct promotional processes, to how we handle discipline are based solely on an individual’s ability and willingness to perform the job. It is a formal recognition that we all have life experiences that affect our perceptions, and color the lens through which we view the world. No one should be denied an opportunity at work based on another person’s perceptions. Workplace opportunities should only be based on a person’s demonstrated ability to perform a job. My perceptions, attitudes and beliefs, although they may be based on my experience, should not impact another person’s experience at work.

To be frank, I think that some people in the cultural majority believe that minorities get something of a free pass at work because of pervasive, false beliefs about affirmative action and equal employment opportunity laws. When Nebraskans were considering the constitutional ban on affirmative action last November, I recall reading a number of letters to the editor in the newspaper, and comments online from individuals in support of the ban saying something to the effect that “we need a ban because I wasn’t hired at XYZ company because they needed to hire a woman” or “my boss won’t fire ____ because he’s a minority and he might sue.” These probably aren’t beliefs we talk about, but I think it’s a wink and a nod attitude among some people of majority that we

are forced to talk about diversity because if we don’t we could be sued.

How destructive. How disappointing. How false.

I truly don’t have an opinion about the affirmative action ban, because I don’t think that it has affected the way we do business in the Military Department to a great extent. The laws that encompass equal opportunity and affirmative action work to ensure our employment practices are fair and equitable and can withstand scrutiny from a third party, if necessary. It keeps employers honest, and these laws ensure that employment practices are solely based on a person’s demonstrated ability to perform a job. What’s wrong with that?

However, diversity should be far more than the web of laws that mandate equitable treatment for people in a protected class. Diversity should be about more than tolerating another person’s cultural differences. It should be even more than accepting people as unique.

Some of my job duties stem from a lack of diversity appreciation in our agency. I talk to employees and managers who are deficient in different aspects of diversity. However, in my experience, most conflict rarely stems from a lack of tolerance for another person’s culture, or because one person fails to recognize that another person is unique. The majority of workplace conflict I see stems from the fact that everyone seems to be convinced, to some degree, that their personal experience and the way they view the world is right. Although few people would claim outright that someone else is wrong in their beliefs or attitudes, there seems to be an unspoken sentiment that “We can both be right, but I’m more right than you, and let me show you how.” I believe that when we are working strictly out of a right/wrong dynamic, we both lose. The failure to see shades of gray in a world of black and white contributes to more conflict in the

RESTAURANT REVIEW: WINDCHIMES CHINESE CUISINE

3520 Village Drive, Lincoln, Nebraska 68516; www.your-windchimes.com

By Pam Makovicka and Denise Wald

In 1847, the first Chinese immigrants settled in San Francisco and were followed by thousands who helped to build the transcontinental railways. The meals of hundreds of California families were influenced by cooks who were Chinese and had been hired as housemen in middle-class homes. They seldom were permitted to prepare Oriental meals, but they held to their art of serving vegetables that did not lose their crispness or color. Other Chinese cooks, cooked for the work gangs.

Proprietors of early Chinese restaurants in California were willing to cater to customers and served their non-Chinese clients only what they thought those diners wanted, such as chop suey and fried steak. Better restaurants gained fame on San Francisco's Grant Avenue, in Los Angeles, on or near New York's Mott Street, and every other American city of consequence. The developing tastes for genuine Chinese food resulted in a vogue for home delivery of such easily portable items as egg rolls and chicken chow mein in paper buckets.

It wasn't until after World War II that Americans began to consciously augment their Oriental kitchen repertoires by attending classes in Chinese cooking. New tastes were avidly sampled in restaurants specializing in Mandarin, Hunan, Fukien and Szechwan dishes in addition to those from Canton. This



influence on American eating habits came after new political relationships encouraged interest in largely unknown regions of the People's Republic, and many more Chinese entrepreneurs arrived to join what had been predominantly a Cantonese population in the United States.

Since May is Asian Pacific Heritage Month, we decided on Chinese cuisine for our restaurant review, and we chose to visit Windchimes. What a fabulous lunch we had. The restaurant is a cross between casual and upscale. They use white cloth napkins and the servers are dressed in black and white giving the restaurant

a nice ambiance. The Chinese décor is beautiful and we found ourselves relaxing in the quality atmosphere. The server was gracious and very accommodating. The menu had typical Chinese fare such as Mongolian Beef and Cashew Chicken. They also serve some unique entrees such as Orange Flavored Beef and Chicken, and Peppercorn Scallops. The prices for lunch were very reasonable, from \$6.00 to \$8.00.

Pam chose a triple delight with chicken, beef and shrimp. The plate arrived with an abundant amount of delicious food. The meat and shrimp were so tender they melted in her mouth. There was a great variety of vegetables in a rich and delicious sauce. This was a lunch we will not soon forget. It definitely gets our highest recommendations.

The menu gives guests a guide to indicate which meals are hot and spicy. If you're not adventurous the meals can be altered to your taste or diet. Denise loves spicy food; therefore she chose one of the iconic hot dishes, General's Chicken. This dish consisted of chunks of deep fried chicken sautéed with scorched red chili peppers in a dark sauce, with steamed broccoli and rice. If you like spicy, this is definitely a dish to consider. For a lunch menu the portions served were quite generous. We knew we could have gotten to-go boxes, but the meals were just too good not to finish.

We would recommend trying this restaurant if you are in the neighborhood of 40th and Old Cheney. You can also visit their website for a menu and photos of the dishes.

Sources for Historical Background

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CULTURE OF KOREA

By Pam Makovicka

Korea was first inhabited by primitive tribes, many of whom were ancestors of the Mongolian culture. These tribes moved east into new lands where they began a new era. Many of the people living in Korea today are related to these first settlers, and as time went on these tribes united to form a single culture. Since the start of this culture the most important thing has always been the family.



honor of the deceased and are maintained by the tongjok. The shrines are kept on sacred grounds that are consistently maintained. When walking in Korea you may see an area with beautiful trees or shrubs in a pattern. This is probably the place where a family buries their dead. When a parent dies in a family the eldest son mourns the most. He

All things are done with the family's permission. The eldest in the house is considered the wisest, and therefore makes most of the decisions. This tradition was started years ago, and is still being used today. Every relative in the family that is of the same blood is referred to as ilga. This means one house. Another term that is continually heard is tongjok. This is the group of paternal relatives. These relatives are a very tight knit group that, in many cases, live together in one home. Only paternal relatives can be in the tongjok. Maternal relatives can never join this group. The tongjok is mainly controlled with the property of the head family. In other words, the oldest living relatives take care of this group. Officials are appointed, and the family has a type of small government leadership. These officials hold special meetings where they discuss things ranging from ancestral rights to repair of graves. The final decisions of these meetings are made by the oldest living male. This leader takes care of things like funeral planning, festivals, graveside rituals and daily life issues.

From an early age the children are taught to respect their elders and the people who have passed away.

Koreans take great pride in their ancestry and never forget the dead. From an early age the children are taught to respect their elders and the people who have passed away. Shrines are constructed in

walks around with a hat made of reeds and covers his face with a fan. He goes about his daily life, but refrains from meeting people and calls himself a sinful man. The way Korean people treat their dead is just one of their many interesting beliefs.

The traditional culture of Korea is shared by South Korea and North Korea, but there are regional differences. The political differences between the north and south portions of the peninsula also mean that there is a different focus on various aspects of Korean culture.

Traditional music of Korea is based on the voice. It is thought that the voice is distinctively Korean, reflecting the temperament and history of Korean people.

There are two kinds of traditional music: Jeongak and Minsogak.

Traditional dances have been part of Korea's culture since anyone can remember. The cross cultural exchanges between China and Korea produced a

large variety of distinctive dances. There is a distinction made between native dances (hyangak jeongjae) and imported dances (dangak jeongjae), referring to dances imported from China.

As with music, there is a distinction between court dances and folk dances. Common court dances are jeongjaemu (performed at banquets), and ilmu, which are line dances performed at Confucian rituals. Jeongjaemu is divided into native dances (hyangak jeongjae) and imported forms (dangak jeongjae). Ilmu are divided into civil dance (munmu) and military dance (mumu).

Folk dances are commonly divided into religious dances led by monks and secular dances performed by ordinary people.



Religious dances include all the performances at shamanistic rites. Secular dances include both group dances and individual performances. Traditional choreography of court dances is reflected in many contemporary productions.

Residential sites are traditionally selected using geomancy (divination by means of figures or lines or geographic features). It is believed that any topographical configuration generates invisible forces of good or ill. The negative and positive energies (yin and yang) must be brought into balance.

Korean culture states that a house should be built against a hill and face south to receive as much sunlight as possible. This orientation is still preferred in modern Korea. Geomancy also influences the shape of buildings, the direction they face and the building material used.

Rice is the staple food of Korea.

MILITARY WOMEN CONTINUE TO BREAK DOWN BARRIERS

By Army Staff Sgt. Jon Soucy; National Guard Bureau

ARLINGTON, Va. (3/19/09) – While there are fewer barriers that need to be overcome by women, each woman serving in the military has broken barriers of her own, said Army Major Tammy Duckworth, an Iraq war veteran and former helicopter pilot with the Illinois Army National Guard.

“Those of us females who have been in the military for a few years have our own stories of being the first this or the first that,” said Duckworth, who was recently nominated by President Barack Obama to the post of assistant secretary of public and intergovernmental affairs for the Department of Veteran Affairs. “In some ways we each had to break through in our own way proving we were just as good as the men.”

Duckworth was the keynote speaker at the National Guard Bureau’s women’s history month program this week, “Women Taking the Lead,” which highlighted the accomplishments of women in the military. It was hosted by Air Force General Craig R. McKinley, chief of the National Guard Bureau.

The program also highlighted the accomplishments of the 6888th Central Postal Directory Battalion, a U.S. Army unit composed largely of African-American women who were given the task of sorting and delivering mail to the about seven million American troops stationed in Europe during World War II.

While it may have been a daunting task, there were also perks of the job, including the ability to see parts of Europe and interact with those from other areas, said Alice Dixon, a veteran of the unit, who was present at the event.

And, said Duckworth, it is because of women such as Dixon who paved the way for her to be successful in her military career.

“I recognize that I am here today, because I stand on the shoulders of the women before me who broke through,” said

Duckworth. “It’s taken us a long time, but more and more women are taking up leadership positions that would not have been possible 20 years ago.”

But, it wasn’t only the women who went before her that helped her along her career.

“I also want to make sure and emphasize that my greatest supporters in my career were men,” said Duckworth.

“I was often the only female in an (otherwise) all-male unit. It was the male officers above me, who reached out and guided me. It was the male NCOs who dragged me behind the hangar and smacked me on the side of the head and said, ‘What do you think you’re doing L-T?’”

The program noted that women have broken down barriers in the military as far back as 1775 and the founding of the U.S. Armed Forces.

“During the American Revolution it was not uncommon for wives, mothers and daughters to follow their male loved ones into battle,” said McKinley, who added that it wasn’t until the Spanish-American War and the founding of the Army Nurse Corps that women were formally a part of the military. “The significant role of nurses and women serving in other roles during World War I firmly established the importance of women to the armed forces.”

And much has changed since then. “How far has our nation come? (Today) women



Major Tammy Duckworth, who was recently nominated by President Barack Obama as the assistant secretary of public and intergovernmental affairs for the Department of Veteran Affairs, listens as General Craig McKinley, chief, National Guard Bureau, introduces her as the keynote speaker during National Guard Bureau’s event “Women Taking the Lead” event held in recognition of Women’s History Month in Arlington, Virginia, Tuesday, March 17, 2009. Duckworth, a helicopter pilot with the Illinois Army National Guard, lost both legs while deployed to Iraq in 2004 when the helicopter she was piloting came under rocket-propelled grenade and small arms fire. She spoke of her experiences in Iraq and those she served with. (U.S. Army photo by Staff Sgt. Jon Soucy)(Released)

serve at every level of the military and in almost every career field,” said McKinley.

“Frankly, it’s really time to stop being surprised that America’s daughters are fully capable of doing their jobs and fighting for freedom,” Duckworth added.

Duckworth is one of many military women who have served overseas.

Deployed to Iraq where she flew combat missions in a UH-60 Blackhawk, she said that it really came down to one thing—supporting the mission.

“In that cockpit, it didn’t matter if I was male or female, it only mattered that I supported the mission,” said Duckworth. “In that cockpit it didn’t matter if I was from Illinois and the pilot in command was from Missouri. Or if he was a first Gulf War veteran and had been in 20 years and I had only been in 15. It was about the mission.”

And on November 12, 2004, while supporting the mission, Duckworth and her Blackhawk crew were brought down by enemy fire.

“That day in my aircraft, bleeding, knowing that I was dying, when people came to rescue me at no time did I check (whether) they were male or female before allowing them to carry me out,” she said.

But that day, which resulted in her losing

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Women Continue to Break Down Barriers
Continued from Page 17

the bottom portion of both legs, also brought other points to light.

“The day that I was shot down, I started out as the highest ranking person of my crew. The lowest ranking person in that aircraft was Specialist Kurt Hanneman,” she said, adding that many may say that as the lowest ranking he was the least important on the aircraft.

“He wasn’t the crew chief, he wasn’t in charge of that aircraft (and) he wasn’t the pilot in command. At the end of that day, Kurt Hanneman was the most important person in our crew,” she said. “At the end of that day after we had been shot down and Kurt had taken AK-47 rounds

into his back, it was Kurt who grabbed his weapon and maintained rear security to make sure the rescue could happen. Bleeding, going into shock (and) scared out of his mind he was not going to quit his post,” she said.

And there were others in her unit that were equally as dedicated, to include another female pilot, who stayed by Duckworth’s side.

The day I was shot down she volunteered to accompany me to Landstuhl (Regional Medical Center),” said Duckworth. “And you have to understand what it’s like to one minute be flying missions and to know that a buddy has been hit and may be dying, and then to volunteer to accompany that person. And, she went

to Landstuhl solely to sit next to my bed in case I woke up so that I would see a friendly face.”

“She ... continued to fly combat missions during the day, studied for the bar exam at night, came home, and three weeks (later) ... passed the bar exam,” said Duckworth. “That’s a warrior woman.”

And though many may say that the day Duckworth was shot down was tragic, for her it brought out one point.

“That day taught me more than anything else that it doesn’t matter who you are or what you are; all that matters is that you don’t let your buddies down and that you stick with the mission and you never quit – you never give up.” 

Culture of Korea Continued from Page 16

Having been an almost exclusively agricultural country until recently, the essential recipes in Korea are shaped by this experience. The main crops in Korea are rice, barley and beans, but many supplementary crops are used. Fish and other seafood are also important because Korea is a peninsula. Fermenting processes were also developed in early times. These include pickling fish and pickling vegetables. This kind of food preservation provides essential proteins and vitamins during the winter.

Tea in Korea dates back over 2000 years. It was part of a number of worship recipes, hoping that the good scents would reach the heavenly gods. Tea was introduced in Korea when Buddhism was introduced from China, and later



Hanjeongsik, a full-course Korean meal with a varied array of banchan (side dishes)

gave rise to the Korean Tea Ceremony.

Originally tea was used for ceremonial purposes or as part of traditional herbal medicine. Green tea, as it is used in China and Japan, is not the only kind of tea drunk in Korea. A great number of teas made of fruits, leaves, seeds or roots are enjoyed. Five tastes of tea are distinguished in Korea: sweet, sour, acidic, bitter and salty.

From ancient times, people have believed that one’s destiny depends on the time of one’s birth. In many Asian countries, major events such as weddings and business openings are planned with the timing of “auspicious” days in mind.

Some Asian women have been known to take medicine to try to induce or delay labor, so as to give birth on a day that will give their child a better fate.

Chinese astrology has twelve animals representing a twelve-year cycle based on the Lunar calendar: Snake, Horse, Sheep, Monkey, Rooster, Dog, Pig, Rat, Ox, Tiger, Rabbit and Dragon. Each animal has different underlying personalities that are supposed to be present in people born during that year. Not all the animals have the same symbolism that they do in the West. (For example, few Westerners would like to be considered a pig or rat. In Asia,

however, these animals represent success and ingenuity, respectively.) Note that Chinese astrology assigns a representative animal to the year of birth, not the month, as in the West. In addition to the twelve animals are the five elements: Wood, Fire, Earth, Metal and Water. Together, they form a 60-year (12 years x 5 elements) cycle in which the world moves. As such, a person’s 60th birthday represents an extra special occasion. For more information about the meaning of each animal and the years they represent, see the following website: <http://www.lifeinkorea.com/culture/astrology/astrology.cfm> 

ON SARAH CHAYES AND HER LECTURE “NOTES FROM AFGHANISTAN”

By COL (P) Roma Amundson

By any definition, Sarah Chayes is remarkable. A bicultural woman, she is an American who calls Kandahar, Afghanistan her adopted home. She is deeply troubled by the increasing violence in Afghanistan and sees that warlordism, political corruption and increased Taliban influence are undermining progress towards a working society with humanitarian principles.



She advises the commander of NATO troops in Afghanistan, manages a business cooperative in Kandahar that provides alternative income sources to Afghan locals (instead of opium poppies), and writes and speaks internationally about the reality of existence in Afghanistan.

The message that Sarah brought to a filled Lied Center on March 5, 2009 was this: “Lowering the expectations” of what constitutes success in Afghanistan is a recipe for United States (U.S.) failure in the region. While the additional troops going into Afghanistan are desperately needed to counter the growing insurgency and accompanying violence, she says that the U.S. must also focus on economic development assistance and the elimination of corruption within the government if the U.S. is to achieve even limited goals in the region.

Sarah Chayes is an American citizen, a Harvard graduate, former Peace Corps member and former freelance reporter. Since 2002, she has lived in Kandahar, which she now considers her home, is fluent in Pashto, and is devoted to rebuilding a country that has been decimated by over twenty years of war. Her efforts in reconstructing Afghanistan are directed to building

homes, establishing a dairy cooperative as a means of developing business venues for local Afghans, and interacting with the local leaders, NATO personnel, and other international aid organizations to develop understanding of the people and their needs.

One of the most successful ventures in her cooperative is that of selling soaps. Her cooperative

buys products such as roses, apricots, pomegranates and herbs from local farmers and, from these, creates at least seven varieties of soaps that are sold internationally via the website www.arghand.org. As she said, “The only way to beat heroin...is to reweave the economic fabric of the country so that the people will have too much to lose from a return to war.”

She describes her life in this way: “We make soap, fourteen of us: Afghan men and women, and when I’m in Kandahar, me. We use the fragrant and pungent bounties of this forbidden land in our products, and we struggle with government corruption, the chronic lack of electricity and the constraints of trying to run a factory in an active theater of war. The dynamics have forged my cooperative members – few of them literate – into sophisticated political analysts.”

These local people are typical of many Afghans; they are fearful of what will happen in Afghanistan now. The

resurgence of the Taliban, the scaling back of U.S. expectations of what constitutes success in the region, the corruption in the government, and the abuse of power by elected leaders have all caused disillusionment and discontent among the citizens. Sarah believes that the corruption in government is probably the most significant obstacle that the U.S. faces in its nation building efforts. More than roads, schools, electricity, wells, etc., what is needed in Afghanistan is a government that is strong, fair and managed by people of integrity.

While the additional troops are desperately needed to protect the population and to counter the rising violence, she promotes a “full-court press on governance” with an installation of checks-and-balances mechanisms to stymie the corruption characteristic of the present Afghan government.

Development assistance is also essential, but it needs to be directed more thoughtfully and monitored carefully to ensure that the assistance money goes where it is supposed to go. In her viewpoint, having political leaders of integrity would increase the probability that the assistance money would go where it is most needed.

Even though Sarah was very critical of the politicians and present diplomatic and political policies in Afghanistan, she was full of praise for the U.S. military. “The U.S. military gets it,” she said vehemently towards the end of her lecture. “The U.S. military is training the Afghan Army and is helping Afghan people with developing its agriculture. The military knows that the Afghan people must be engaged with their own rebuilding, and they are helping to do that. The U.S. military is working with the Afghan population very well because they know that here is where real change will occur.” 

...the U.S. must also focus on economic development assistance and the elimination of corruption within the government if the U.S. is to achieve even limited goals in the region.

HAMLOW ELEMENTARY SCHOOL'S CULTURAL FESTIVAL

By SSG Chris Howe

"We are always teaching about diversity in our classroom and try to promote how people are more alike than different. We teach tolerance and respect for differences." ~ Sue Schuessler, Second Grade Teacher, Hamlow Elementary, Waverly, Nebraska

It is important to begin teaching diversity at a young age. Children who learn to embrace other cultures and differences will most likely carry this practice with them into their higher education experiences and adulthood. Children may also learn self-confidence, and stand up for their beliefs when they have a better understanding of what it means to be unique and special.

Over the past twenty plus years with various changes and additions, Hamlow Elementary School in Waverly has educated its young students about cultural diversity by studying various countries with the unit's culminating event being a Cultural Festival. Some of the countries and continents studied over the years

include Egypt, Africa, North America, Mexico, Japan, Australia and Europe.

Using two and three day rotations, students learn about a country or continent in their homeroom social studies class. Kids learn about the map of the area, geography, food, language, clothing, games and stories.

Students then rotate to another classroom for two or three days until they have gone through all the countries. At the end of the unit, the classes come together and each class performs a song or play that tells about one of the countries they studied.

Students learn about different types of homes, customs, transportation,

clothing, food, gender roles and jobs. In preparation for the Cultural Festival, the students design a costume they wear during the festival.

The Cultural Diversity unit has varied through the years as teachers present curriculum based on different countries and continents. Studying diversity is a Nebraska state standard under World History.



Caleb Howe, son of SSG Chris Howe, is shown wearing a customary German hat called a tracht. In earlier times, each tracht identified a person as belonging to a particular group in terms of social and legal status (married, single), origin or trade. Today, the term is used to describe any garment reminiscent of the attire of rural communities.



A man's traditional clothing is made from leather, linen and wool. The 'Lederhosen', knee-length trousers or short-pants made from leather, are worn with rustic shoes and wool socks. Jackets and hats vary according to region and occasion. Women wore a dirndl which is a full-skirted dress with a tight bodice and low neck, that is either sleeveless or has short full sleeves.

*Diversity from HR Perspective
Continued from Page 14*

workplace than anything else, and I think the ability and willingness to do so is ultimately a diversity issue.

The most successful and practical approach to diversity comes from an attitude that says "We may have different beliefs and experiences, but it doesn't mean you are wrong, and I will not immediately assume that you think I am wrong." It comes from a willingness to not take a difference of opinion personally, and it relies on an individual's ability to see a situation from multiple points of view. I certainly do not claim that this is an easy attitude to adopt, or that it is completely appropriate in all cases. We are all faced with situations or people that challenge our perceptions and beliefs, sometimes painfully. I believe that maturity to honestly say to another person, "You may be right. Let's talk some more," truly fosters an atmosphere of tolerance, acceptance and inclusion. That's diversity in action.

Book Review: The Audacity of Hope Continued from Page 10

This is followed by chapters on politics and the opportunities presented to people. A politician knows that "he may not lie, but he understands that there is no great reward in store for those who speak the truth, particularly when the truth may be complicated." When lies enter print and cyberspace they rarely, even if later retracted, change people's minds. Chapters on faith and race come next, stating that things may have gotten better, but "better is not good enough."

The chapter *The World Beyond Our Borders* is over fifty pages long. It encompasses his time in Indonesia that began in 1969. He then provides a personal capsule history of America's

foreign affairs. He made his first trip to Iraq in January 2006. He saw America's efforts as quixotic* and comments that their policies and actions might be resting on quicksand. Obama's interest is not in waging war, but in promoting peace. "We need to build on these glimmers of hope and help those committed leaders and citizens throughout Africa build the better future they, like we, so desperately desire."

*Quixotic is defined as foolishly impractical especially in the pursuit of ideals; especially marked by rash lofty romantic ideas or extravagantly chivalrous action.



2009 IRISH AMERICAN HERITAGE EVENT RECAP

By Kari Foote



The Nebraska Military Department honored Irish Americans on March 4, 2009 at the Spirit of '76 Armory during the annual Irish American Heritage Month Celebration. Attendees enjoyed a wonderful traditional lunch of corned beef and cabbage catered by Hy-Vee, a demonstration of Irish Dancing and stories from Nebraska Military Department staff honoring their own Irish heritage.

The emcee of the event was Brian Jameson, the Agency Historian with the Public Affairs office. Mr. Jameson has spent many years in Scotland and Ireland and is very familiar with Celtic culture and traditions. He described many aspects of his experience of Ireland, and his love for the area was clearly evident.

The Lincoln Irish Dancers were also on hand to demonstrate a number of traditional dances and to describe some of the origins and history of Irish Dance. There were a number of soft shoe and hard shoe dances presented, including traditional jigs, reels, and a broom dance. Near the end of the presentation, the dancers asked members of the audience to volunteer to learn how to dance a traditional céilí dance,



which is a social dance with many dancers. It was certainly an entertaining demonstration for dancers, volunteers and audience members. Leading the way to volunteer was our very own Mary Schmidt and her four-year-old son, Joshua. He was thrilled with being able to dance in public. The dance troupe did a wonderful job introducing us all to the beauty and joy of Irish dance.

Knowing that the Nebraska Military Department

has a number of people of Irish heritage in its midst, this luncheon featured an open microphone to allow interested people to share their own thoughts and memories of growing up in an Irish household. LTC Owen McCauley and Shawn Fitzgerald were among those who shared stories of their Irish heritage. LTC McCauley shared that all of his grandparents came from Ireland and described the strong sense of family that he knew growing up. Ms. Fitzgerald described a lot of love and laughter when she was growing up, and watching her great grandmother tat lace. Storytelling and humor were, and

continue to be a very important part of her family history.

The 2009 Irish American Heritage Event was a wonderful success. Thank you to everyone who contributed to that success, both by organizing and attending the festivities. I believe everyone who took part left with a greater understanding and appreciation of Irish history and culture, and how Irish Americans have helped to make our country great. 🌍



NATIONAL GUARD DIVERSITY CELEBRATED IN ST. LOUIS

By COL Roma Amundson and LaVonne Rosenthal



Comments by LaVonne Rosenthal

There are many old-time songs about St. Louis, Missouri (like “Meet me in St. Louie, Louie”), as it was a hub of activity in the 1800s. This city, considered the gateway to the west, welcomed over 400 National Guard Soldiers and Airmen from across the continental United States and Puerto Rico to explore the concept of diversity, hear best practices and network among fellow military members.

As a newly appointed member of National Guard Bureau’s Equal Opportunity and Diversity Committee, I arrived prior to the start of the conference to help in final preparations. This gave me a behind-the-scenes opportunity to understand the herculean-amount of effort that is required to put on a world class conference. With this being the third year the diversity conference was held, anticipation had grown as to what topics would be covered and what nuggets would be gleaned from presentations.

Two of our Nebraska National Guard soldiers, 2LT Haidar Hamoud and 2LT Rafael Lantigua, were part of a team of workshop leaders who provided valuable information on cultural differences related to communication and conflict. Each of the six iterations of the workshop began with the workshop leaders entering the room dressed in traditional clothing, speaking Arabic. Attendees were taken aback by this first impression, unable to

communicate with the individuals they expected to impart knowledge upon them. After a few minutes of discomfort, workshop leaders dropped the language barrier and began their presentation. This workshop was one of the most well received training blocks of the three-day conference. Please see page 24 for 2LT Hamoud’s article to read more about the presentation from a workshop leader’s perspective.

Other highlights included a diversity tour of historic St. Louis and a stop at the site of the 1904 World’s Fair. Another stop was on the courthouse steps, where the tour guide had the group stand on the steps, one arm’s length apart, then proceeded to conduct a mock slave auction. The intriguing story of Frankie and Johnny,* lived out in real life in St. Louis, kept travelers engaged throughout the tour.

Several keynote speakers inspired conference attendees, including Craig Jablocki, a humorist whose style resembled a combination of Robin Williams and Wayne Dyer. Mr. Jablocki led attendees out of their comfort zones through challenging, yet simple exercises. We faced our fears of being embarrassed through these exercises, as Mr. Jablocki challenged us that “when we focus on something bigger than ourselves, it doesn’t matter what other people think.” Keeping this thought in mind helps us overcome our fears of looking silly.

The pinnacle event for the conference was an awards luncheon, where Excellence in Diversity awards were presented. While Nebraska’s nominees for these prestigious



awards were not selected as winners, we are undeterred and will continue to actively support diversity throughout Nebraska.

The back cover of the conference program contained a definition of diversity from the Department of Defense Directive Number 1020.02 dated February 5, 2009: “Diversity is defined as the different characteristics and attributes of individuals.” It continues to be important to recognize each others’ differences and go beyond recognition to respecting our unique characteristics of gender, religion, race and ethnicity.

*[http://en.wikipedia.org/wiki/Frankie_and_Johnny_\(song\)](http://en.wikipedia.org/wiki/Frankie_and_Johnny_(song))

Notes by COL Roma Amundson

The idea of “Diversity: Past, Present and Future – Shaping Tomorrow’s Guard” was the focus of this year’s National Guard Diversity Conference held in St. Louis, Missouri. MG John R. Hawkins III, the Director of the Human Resources Policy Directorate and Deputy Chief of Staff for Personnel (G-1) of the Army, set the tone for the conference during his opening remarks. Among his comments were the following:

- “Gen McKinley’s belief is that ‘Diversity is not what we talk about, it’s what we do.’”
- “Diversity, equal opportunity and equal employment opportunity...are of geopolitical importance now.”
- “Within fifteen years, use of the term ‘minority’ will be inappropriately used when speaking of people of color.”
- “Doctrine and regulations will



Diversity Conference Continued from Page 22

continue to become more robust in regard to diversity.”

- “Diversity is a readiness issue as well as a security issue.”
- “Top cover (senior leadership) must be innovative.”
- “Leaders must make it possible for people to help themselves.”
- “In our military, there is no such thing as a glass or cement ceiling. We need to show the world our diversity.”
- “We need to be aware of what we represent to the world. As General Casey said, ‘I firmly believe that the strength of our Army is in our diversity.’”
- “You cannot tell people about diversity – you must show them diversity. Examine yourself and figure out what to do to show your diversity.”

Colonel Ondra L. Barry, Director of the Office of Cultural Leadership and Development for the Air National Guard, encouraged attendees to examine themselves in relationship to acceptance of diversity. His comments included these observations:

- “If your memories are bigger than your dreams, then you are in trouble.”
- “We are a nation founded by dreamers. Dream big!”
- “Everyone gets somewhere because of someone else. Someone recognized latent capabilities within me and allowed me to grow. I’m a group project.”
- “Turbulent times cause the lack of enforcement of present policies, lack of understanding of issues, lack of leadership support. We need to recognize that turbulence causes us to look to more ‘pressing’ issues or to not pay attention to what is sometimes obvious, but we must not allow ourselves to disregard diversity.”
- “Diversity is command-driven. Face of the Guard should be the face of the state’s population. Leadership should reflect the diversity within the organization.”
- “Does our culture really accept the

difference it invites? Is diversity an intentional decision directing team development, promotions and decision-making?”

- “Remember that nothing great happens until a leader comes along. Be a leader!”

Six blocks of instruction were conducted – Empowering our Differences and Mentoring; Current Operating Environment, Culture, and Cross-Cultural Competencies; Corporate Best Practices; Diversity Today: True Picture of the Guard; Building Community Partnerships; St. Louis Diversity Tour.

By far the most popular was the workshop that two of our own National Guard officers helped to conduct – 2LT Rafael D. Lantigua and 2LT Haidar Hamoud – which was the Current Operating Environment. With three other people assisting them, they described tribal importance within the Middle East, the Muslim religion and cultural differences. Reception to their presentation was very positive, as the manner in which they presented their materials was educational and engaging.

The emphasis within the “Diversity Today: True Picture of the Guard” was on the execution of the State Diversity Strategic Plan. The point of the plan is to gain leadership support and to combat biases through training and education. Front line leadership produces the bottom line effect. The Nebraska National Guard has a State Diversity Strategic Plan (see Issue 14) already in place.

“Empowering our Differences, Network

Mentoring” introduced a new concept in mentoring. Often we think of

mentoring as a one-on-one relationship; network mentoring is a new approach for working within groups in a workplace. The “mentor” is the group, and as such, the members are “co-learners” in sharing knowledge. The relationships are both hierarchical and peer.

The one thing that I took away from “Corporate Best Practices” was that to impact organizational development and change, leaders at various levels in a military organization

really need to reach down three levels to gain empathy for peoples’ needs. Leaders have to be willing to listen and to hear the truth, even if it hurts, and then to make necessary changes. People want to be a part of change, and if they see benefits, they will commit to it.

The Diversity Tour through St. Louis was fascinating, as it took us through the “old parts” of St. Louis along the Mississippi River Front. Stories were told of the colorful people who lived along the front, the developers of the city, fur traders, and entrepreneurs of all races who made money hand over fist in the city. We went to the court house where the Dred Scott case was heard and listened to the ordeals of the African-Americans sold as slaves.

As a final note to the conference, the overall feeling that emerged was that diversity is here and we are all better for it. Diversity strengthens the organization and is vital for our national security. We no longer have options to ignore diversity – if we ever did. Diversity must be embraced and made part of our “operating environment.” 



NGB DIVERSITY CONFERENCE FROM A PRESENTER'S VIEW

By 2LT Haidar Hamoud

The United States Army has focused the last few years on language and culture awareness training to overcome cultural barriers and improve Soldiers' performance during overseas deployments. With the Army National Guard becoming as diverse as active duty Army and with requirements for deployment, National Guard Bureau (NGB) identified the need to provide cultural awareness training to individuals working in the area of diversity. As a result, a team was selected to conduct cultural communication

training at the NGB Diversity Conference in March 2009.

The diversity conference in St. Louis, Missouri was an impressive event, different from last year's conference because of the number of attendees, over 400, and the quality of training offered. Our team was chosen by MAJ Greg Hendricks from the Diversity Office at NGB, and consisted of four soldiers and one civilian contractor. We met for the first time in Hammond, Louisiana to design our class outline. Later that same day we met and briefed our outline to BG Joyce Stevens, Assistant Adjutant General of the Texas National Guard.

The team members didn't know each other well and with the added burden of only having a short time to prepare, our first meeting very stressful; but we made it through. As a team, we came up with topics that needed to be taught, and each one of us selected the topic we were most comfortable in teaching. Our key to success was the knowledge and experience



we had in the area we were assigned. Our second meeting was in St. Louis, three days before the conference began, when we put all the training pieces together.

Our workshop was a unique experience as attendees were challenged and confused in the beginning moments of the session. We entered the room dressed in traditional clothing that represented

different regions in the Middle East, speaking only Arabic. No one knew we were Soldiers. We saw the confusion in the attendees' eyes and how they were struggling, trying hard to communicate with us. Many of them said they received very important information and enjoyed our training session. Some of them said they considered coming back to our workshop for a second time.

As one of the trainers, I learned that each attendee received our training differently, but they all got the same message that different cultures communicate in their own unique ways. Attendees at each of the six sessions had different reactions and a wide variety of questions, which easily filled up the two-hour workshops. I had never done training like this before, with attendees from all over the United States, in positions ranging from Sergeant to Major General. I hope diversity training will kick off in each state to give all National Guard Soldiers the opportunity to learn about communicating across different cultures. 

Building Diversity by LTG (NE) (ret) Roger P. Lempke Continued from Page 1

One of my greatest disappointments is not having done more toward tearing down the natural institutional and administrative barriers that inhibit minority opportunities to join the National Guard and enter the arena of leadership competition. I read recently that the services are tightening enlistment requirements and limiting the ability of commanders to authorize waivers. That the military can be so selective is overall a good thing; but it also has a serious down side. Minority groups are often disadvantaged from growing up in underprivileged circumstances that make it difficult for otherwise very good kids to avoid trouble. Leaders need the authority to exercise judgment in advancing young aspiring NCOs and officers with good potential who have a bad mark or two against them. By tightening standards and limiting waivers, the military is erecting barriers that are particularly difficult for minorities to overcome.

The United States military needs to reflect our society to consistently meet end strength. So long as institutional requirements limit disadvantaged minorities from entering the military we will have difficulties achieving the level of diversity needed to meet future force requirements. The large number of people currently seeking military careers will not continue forever—it never has. We must take risks now, during the good times, to enhance our diversity position and not be stuck trying to regain trust later when recruiting enters difficult periods.

As Adjutant General, I loved taking a chance on someone and then watching them succeed. This is what leadership is all about. I had the authority to make tough calls, to give someone another chance. The National Guard has entered a period where our leaders are more constrained. They will need every trick in the book and the strong support from everyone in the organization if Nebraska is to take its growth in diversity to the next level. 



Continued from Page 9

1950's TRIVIA ANSWERS

- d. India. After China took over Tibet in 1950, there was increasing conflict between the Chinese and the Dalai Lama. After an unsuccessful rebellion, he fled the country in 1959.
- c. George VI.
- a. Ralph Ellison. Ralph Ellison was born and brought up in Oklahoma City, Oklahoma. Though *Invisible Man* was the only novel he published, it won him the National Book Award in 1953. The novel's theme addresses a man's search for his identity and place in society as seen from the perspective of a Black man living in New York City in the 1940's.
- b. Kidney. The donor was the identical twin of the recipient and the transplant took place in Boston, Massachusetts.

- c. Cosmetics. Hazel Bishop was a Standard Oil chemist during WWII, working on special fuel for airplanes. At night she experimented to end lipstick stains and successfully produced a smear-proof, long lasting lipstick. She then formed Hazel Bishop, Inc. to manufacture and sell her invention.



- a. True. Sir Winston Churchill received this award for his essays and historical works, as well as his oratory in defending human values.
- d. Britain and France.
- b. Little Rock, Arkansas. After local authorities refused to implement court-ordered desegregation, President Eisenhower stated: "The Federal Constitution will be upheld by me, by every means at my command," and he ordered federal troops to enforce the order.
- b. Rocket aircraft. The experimental aircraft made its first flight when it was dropped from a B-52 bomber. The plane was used to test space program concepts, and set many speed records, including top speed of Mach 6.
- a. Maureen Connolly. A Grand Slam in tennis is when a player wins all four Grand Slam tournaments (Australian Open, French Open, Wimbledon and the United States Open) in the same year.



ADDITIONAL FACTS ABOUT THE 1950's:

1950

First modern credit card introduced.

First "Peanuts" cartoon strip.

Korean War begins.

Senator Joseph McCarthy begins Communist witch hunt.

1951

Color television introduced.

South Africans forced to carry identification cards identifying race.

Truman signs peace treaty with Japan, officially ending WWII.

1952

Car seat belts introduced.

Jacques Cousteau discovers ancient Greek ship.

Polio vaccine created.

1953

DNA discovered.

Edmund Hillary from New Zealand and Tenzing Norgay from Nepal climb Mt. Everest.

Julius and Ethel Rosenberg executed for espionage in the United States. The Rosenbergs were Jewish American communists who were executed in 1953 after having been found



guilty of conspiracy to commit espionage. The charges were in relation to the passing of information about the atomic bomb to the Soviet Union. Their execution was the first of civilians for espionage in United States history.

1954

U.S. launched first atomic submarine.

Roger Bannister breaks the four-minute mile.

Segregation ruled illegal in United States.

1955

Disneyland opens.

James Dean dies in car accident.

McDonald's Corporation founded.



1956

Elvis gyrates on The Ed Sullivan Show.

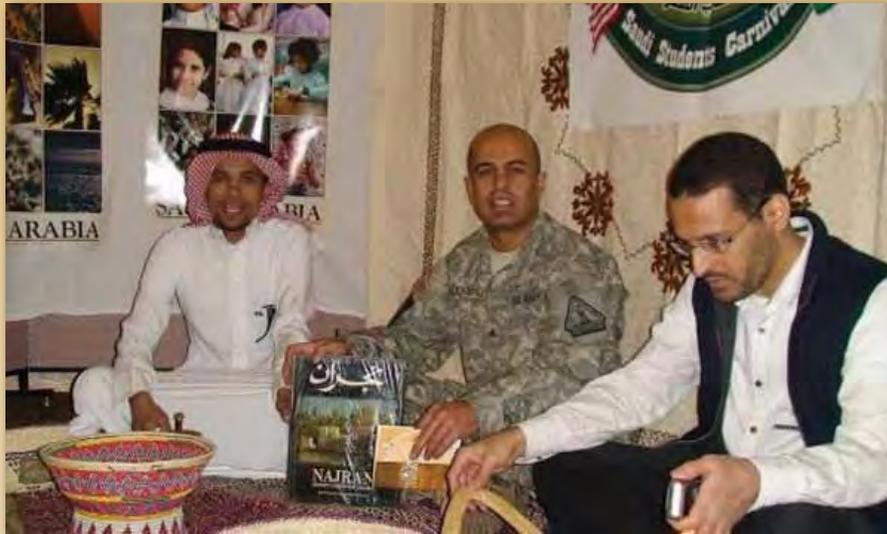
T.V. remote control invented.

Velcro introduced.

Continued on Page 26

SAUDI ARABIAN CARNIVAL

By CPT Richard Jones



On April 3, 2009, the University of Nebraska-Lincoln and University of Nebraska at Omaha Saudi Student Associations hosted their first ever cultural carnival. It was held at the University of Nebraska-Lincoln's Kaufman Hall and Student Union on city campus.

The carnival began with an opening ceremony, featuring Lincoln Mayor Chris Beutler and the Saudi Arabian Cultural Attaché from Washington, D.C., Dr. Mohammed Aleasa. Dr. Aleasa stated that the carnivals will help the Saudi Student Associations become more active on their campuses and that "cultural awareness is the best way to work together for peace."

The event began with an all-day exhibition of Saudi Arabian culture, including its beautiful artifacts and cultural performances. The cultural displays were uniquely organized, with separate displays for each of the traditional regions within Saudi Arabia. It was an excellent opportunity to see all the clothing, food and artistic differences within the Kingdom of Saudi Arabia. Students at the various booths welcomed the carnival guests, enthusiastically and willingly sharing insights of the meaning behind the different displayed items. Participants were able to have their name

written in Arabic, have a design painted on their hand with henna and enjoy native food and drink samples.

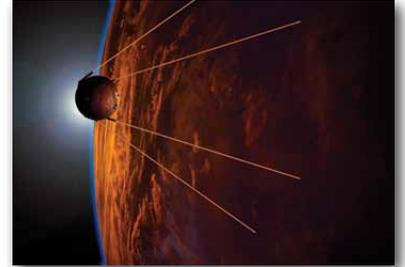
The event concluded with a welcome dinner, which featured Saudi cuisine (catered by Sinband's Restaurant), music, a Saudi fashion show and several performances. Of the performances, the Saudi students presented a skit about the cultural perceptions and apprehension friends and family members may have when learning they are going to school in the United States. They also presented a film that their association created which depicted a traditional Saudi wedding. The film concluded with the actors who played members of the wedding party walking into the banquet hall in traditional attire. A slide show caught our attention as we saw scenic pictures of Saudi Arabia as well as historical photos of special events.

"The carnival will travel to many campuses around the United States and help foster the building of bridges between cultures and encourage greater understanding between the people of both nations," said Ibrahim Aldaghrir, president of the Saudi Student Association at UNL. We, in the Lincoln community, were fortunate to get a better glimpse of this culture as one stop of this traveling event. 

Trivia Continued from Page 25

1957

Dr. Seuss publishes *The Cat in the Hat*.



Soviet satellite Sputnik launches Space Age.



Laika, a Soviet space dog, becomes the first living animal to enter orbit.

1958



Hula hoops become popular.
Lego toy bricks first introduced.

NASA founded.

Peace symbol created.

1959

Castro becomes Dictator of Cuba.



Kitchen debate between Nixon and Khrushchev.

The Sound of Music opens on Broadway. 

DIVERSITY DATES: JUNE / JULY 2009

June 1..... Black Music Month (U.S.)
 June 1..... Children's Day (China)
 June 1..... Gawai Day (Malaysia)
 June 1..... June Bank Holiday (Ireland)
 June 1-3..... Independence Day (Samoa)
 June 2..... Republic Day (Italy)
 June 5-7..... Red Earth Native American Cultural Festival (U.S.-Native American)
 June 6..... D-Day (U.S.)
 June 6..... Flag Day (Sweden)
 June 6..... Memorial Day (South Korea)
 June 7..... Trinity Sunday (Christian)
 June 10..... Camões Day (Portugal)
 June 11..... Corpus Christi (Christian-Catholic)
 June 11..... King Kamehameha Day (U.S.-Hawaii)
 June 12..... Independence Day (Philippines)
 June 13..... Queen's Birthday (United Kingdom)
 June 14..... Flag Day (U.S.)
 June 14..... Race Unity Day (Baha'i)
 June 16..... Martyrdom of Guru Arjan Dev (Sikh)
 June 17..... Independence Day (Iceland)
 June 19..... Juneteenth (U.S.-African American)
 June 21..... Father's Day (U.S.)
 June 21..... Litha (Celtic, Pagan)
 June 21..... National Aboriginal Day (Canada)
 June 21..... Solstice (International)
 June 23..... St. John's Eve (Christian, International)
 June 24..... Feast of St. John the Baptist (Christian, International)
 June 26..... Independence Day (Madagascar, Somalia)
 June 26..... United Nations Charter Day (U.N.)
 June 27..... Independence Day (Djibouti)
 June 28..... Versailles Treaty Day (International)
 June 30..... Independence Day (Zaire)
 July 1..... Canada Day (Canada)
 July 1..... Foundation of the Republic (Somalia)
 July 1..... Liberation Day (Suriname)
 July 1..... Special Administrative Region (SAR) Establishment Day (Hong Kong)
 July 1..... Tirgan (Iran)
 July 4..... Fil-American Friendship Day (Philippines, U.S.)
 July 4..... Independence Day (U.S.)
 July 5..... Independence Day (Venezuela)
 July 6..... Jan Hus Day (Czech Republic)
 July 7..... Asalhaupuja (Buddhist)
 July 8-9..... Martyrdom of the Bab (Baha'i)
 July 9..... Aid Chebeb (Morocco)
 July 9..... Independence Day (Argentina)
 July 10..... Independence Day (Bahamas)
 July 11..... Naadam Day (Mongolia)
 July 13-15..... O-Bon (Japan)
 July 14..... Bastille Day (France)
 July 17..... Constitution Day (South Korea)
 July 17..... Muñoz-Rivera Day (Puerto Rico)
 July 18-19..... Shab-e-Miraj (Islamic)
 July 19..... Liberation Day (Nicaragua)
 July 20..... Independence Day (Columbia)
 July 20..... Umi-no-Hi (Japan)
 July 21..... Liberation Day (Guam)
 July 21..... National Holiday (Belgium)
 July 23..... Birth of Haile Selassie I (Ethiopia, Rastafarian)
 July 23..... Revolution Day (Egypt)
 July 24..... Pioneer Day (Latter Day Saints-Mormon)
 July 25..... Constitution Day (Puerto Rico)
 July 26..... Americans with Disabilities Act Signed (U.S.)

Continued on Page 28

SEP MEMBER HIGHLIGHT

*CPT Richard Jones - Operations and Training Officer for the Army
National Guard Recruiting and Retention Command*

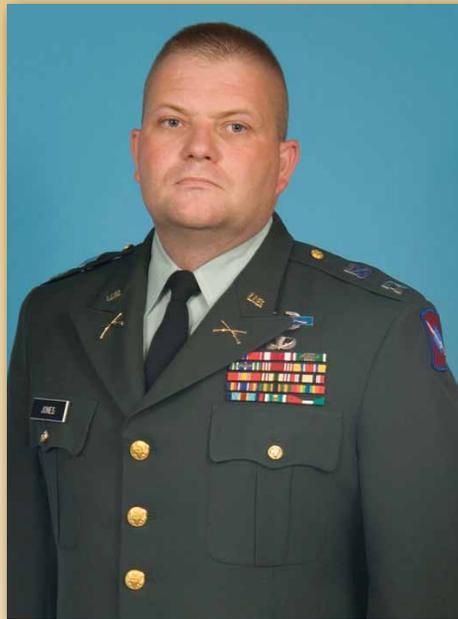
It would be hard to imagine what my outlook on the world would be like if I had never joined the military. I grew up in Norfolk, Nebraska, where diversity was categorizing people by who was Catholic or who was Lutheran, or who drove a Chevrolet and who drove a Ford.

Joining the active Army in 1987 changed my outlook on what the world was like. After initial training, my first assignment was at Ft. Bliss, Texas. In a few short months, I had gone from a very homogenized, small town at the edge of the Sandhills, to a very large, border city where Caucasian was a minority.

My first unit was filled with an even more diverse population than the city we lived near. My barracks included Soldiers from all over the United States, and all over the world. The married Soldiers had wives from Germany, Korea, England and Mexico – making unit get-togethers quite an experience. Missions in Europe and Southwest Asia further expanded my outlook on the different cultures in our world.

I left active duty in 1992 and began attending the University of Nebraska at Lincoln. Major Gordon Bjorman and I both took Mandarin Chinese courses for two years as part of our degree curriculum in International Affairs. We were never that good at Mandarin, but we did develop a huge appreciation for the Asian culture, and an understanding of what it was like to be challenged by language barriers.

After graduating and receiving my



commission, I moved to Arkansas for eight years. Although I had traveled half of the world and Arkansas is only six hours away from Lincoln, many times I found myself being in a different world altogether. The nearly county by county variance of southern accents, local colloquialisms and traditions took time to adapt to and learn. Anyone

who is from or has lived in the South knows exactly what I mean.

In 2000, while traveling to a funeral in West Memphis, I asked a local gas attendant for directions to the funeral home. He responded by asking me if it was a "White" or a "Black" funeral, in order to ensure I was headed to the right funeral home. About the time I was convinced everyone in Arkansas was a "racist," one of my African-American Soldiers pulled up to the Armory in a very large pick-up truck that had a Confederate flag sticker across the entire back window. I gave up making wide-scale judgments and just tried to be a good neighbor.

In 2008, I was blessed with the opportunity to move back to Nebraska. I now work with the Army National Guard Recruiting and Retention Command. This position has allowed me to meet with many in the diverse communities of Nebraska. I have also been lucky enough to be a member of the Special Emphasis Program (SEP) Group, and have enjoyed the fun and challenges this group provides. 🌍

BTC DIVER-CIPE CORNER

Although Puerto Rican cooking is somewhat similar to Spanish, Cuban and Mexican cuisine, it is actually a unique blend of Spanish, African, Taíno and American influences. Locals call their cuisine "cocina criolla" (Créole cooking).

ARROZ CON POLLO Y GANDULES



Cocina criolla can be traced back to the Taínos, the original inhabitants of the island, who thrived mainly on a diet of corn, tropical fruit and seafood. The Spanish introduced beef, pork, rice, wheat and olive oil to the island. Over the years, other cultures and races had an influence on Puerto Rican cooking, and this mingling of flavors and ingredients was passed from generation to generation resulting in

today's blend of Puerto Rican food.

This is a typical Puerto Rican dish that can be served anytime, but is always included in every holiday meal. It can also be prepared a variety of ways; beef or pork can be substituted for the chicken, or if you are looking for a vegetarian dish, you can omit the meat entirely

<http://welcome.topuertorico.org/culture/foodrink.shtml>

Submitted by SGT Adrian Velez

Yellow Rice with Chicken and Pigeon Peas

- | | |
|--|------------------------|
| 1 lb. chicken (legs, thighs, wings, etc.) | 2 cups long grain rice |
| 1 can Goya Gandules (pigeon peas), drained | 1 small onion, diced |
| 2 packs Goya Sazon (con cilantro y achiote) | 2 carrots, diced |
| 2 Tablespoons of Adobo (all purpose seasoning) | |

Boil chicken in approximately six cups of water with one tablespoon Adobo for approximately 30 minutes. Remove chicken pieces and save four to five cups of the chicken broth.

Put chicken pieces and the four cups of broth in a large pot, cover with a lid and bring to a boil.

Once boiling, add rice, gandules, carrots, onion, sazón, remaining adobo and then salt to taste.

Turn heat to medium, cover and cook for approximately 20 minutes or until rice is done.

**If not using chicken for the dish, you can substitute four cups of beef or vegetable broth. 

UPCOMING EVENTS

European Heritage Celebration

June 2009
Featuring Czech Dancers

Celebrate Lincoln

June 19-20 2009
11:00 a.m. - 11:30 p.m.
Downtown Lincoln
12th - 14th Streets on N Street

Admission:
\$5 for 13 years and older
\$3 for 3-12 years old

Hispanic Heritage Month Fiesta

August or September 2009
Featuring a Mariachi Band

Native American Heritage Month Celebration

November 2009 

Diversity Dates Continued from Page 27

July 26.....Independence Day (Liberia)
July 26.....Moncada Anniversary (Cuba)
July 27.....Barbosa Day (Puerto Rico)
July 28.....Independence Day (Peru)
July 31.....Feast of St. Ignatius Loyola (Spain)

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

To have your upcoming event published in Bridging the Gap, please notify us by June 30, 2009 for the August-September 2009 issue.

All submissions, due June 15, 2009 for the above issue, will be considered for publication. We reserve the right to edit submitted material.

Please send your submission to Mary Schmidt-Rodriguez at m.schmidtrodriquez@us.army.mil

THE NEBRASKA MILITARY DEPARTMENT VALUES DIVERSITY

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

SPECIAL EMPHASIS PROGRAM (SEP) GROUP MEMBERSHIP

| | | |
|---|--|-----------------------|
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| Denise Anderson | MSG Colin Jones | SSgt Casey Svitak |
| Jessie Bockelman | CPT Richard Jones | 1LT Carlos Van Nurden |
| CPT Dale Burrage | Karen Jordan-Anderson | SGT Adrian Velez |
| MSG Reynold Castaneda | SFC Kim Moore | 1LT Juan Vidal |
| MSgt Kim Davila | WO1 Robrenna Redl | Denise Wald |
| Kari Foote | SrA Winston Sanniola | |

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