

BRIDGING THE

GAP

Through Knowledge, Education, Understanding & Insight

October / November 2009, Issue 18



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PLUS

ENCOURAGING CONTINUITY OF EFFORT
BY MG TIMOTHY KADAVY

KEYS TO SUCCESS:
RESILIENT DETERMINATION

ALASKA DAY
and More!



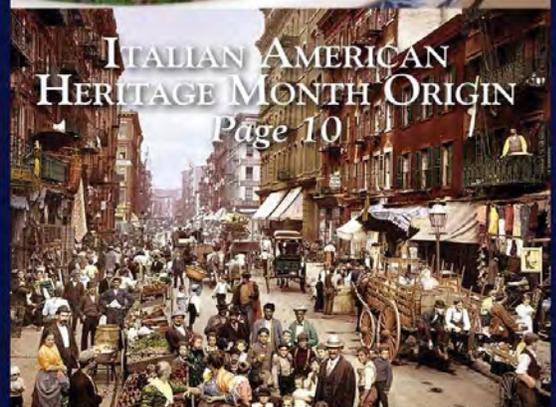
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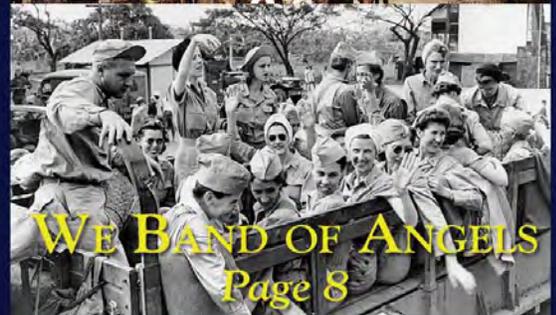
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THE NEBRASKA MILITARY DEPARTMENT VALUES DIVERSITY

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

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

NOTE FROM THE SEP GROUP

Welcome to Bridging the Gap Issue 18!

Autumn is in the air, and in Nebraska that means Mother Nature shows diversity through the colors of the trees. Each season provides a physical depiction of how diversity adds to the beauty of our surroundings, with October and November being a time when the vibrancy of nature's colors is a more obvious representation of the importance of differences. Using nature as an example, what if we would only have one type of tree in the world? While we're not a scientists, we think it would be pretty disastrous to our eco-system and really boring to look at. The same would happen if humans were all the same. Our organizations would die out due to the lack of life and lively ideas. Let's bring an appreciation of nature's differences into our workplace, and enjoy the various shades, shapes and sizes of those we work alongside.

Heritage events give us an excellent opportunity to take time to recognize our

differences, as well as share our common enjoyment of food. If you haven't attended an event recently, please make time in your schedule to participate in an upcoming celebration.

One of our dedicated Special Emphasis Program (SEP) Group members whose assistance was vital in putting together such heritage events, Denise Wald, has moved back to her home state of Wyoming. While her involvement in the group is greatly missed, we all wish her the best.

We are open to your comments and suggestions on the articles included in this issue of Bridging the Gap. Your imaginative ideas for future articles (see below for instructions on submitting a proposal) provide a wider scope of what is interesting to you, our readers. Your input assists us in reaching our continued goal to present a professional publication represented by extraordinary articles on this vast subject of diversity.

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 October 28, 2009 for the October-November 2009 issue.

All submissions, due October 11, 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

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



ENCOURAGING CONTINUITY OF EFFORT

By MG Timothy J. Kadavy

MG Kadavy turned over the reigns of National Guard leadership to BG Judd Lyons on August 23, 2009. The following remarks present MG Kadavy's reflections on diversity as he departs.

How do you view the Nebraska National Guard? Is it a job, paycheck, family or team? Do you feel welcome and at home in the Guard?

We all have different perspectives and feelings about the Nebraska National Guard. Our goal remains the same: to foster an inclusive organization where all Nebraskans feel they are welcome and have an opportunity to contribute and succeed to the best of their abilities. This is a continuous process that requires us to consider how others view us and how we view ourselves.

We work hard every day to build an environment that is inclusive to all and is void of discrimination, fear and intimidation. I know if asked, there would likely be some who would respond that all are still practiced within our organization to some degree. Let there be no doubt, there are no excuses for such behavior. It is intolerable. Even if done without thinking or without malicious intent, it is wrong just the same. This is a leader, Soldier, Airmen and civilian issue, requiring all of us to be involved in managing our organization.

This requires us to communicate, share viewpoints, accept other views and use common sense. Everyone is equal in dignity and has the right to a safe and



respectful work environment. All actions that don't support these things must be addressed, and we are committed to supporting these values, and every action that violates them must be addressed. Improvement requires a committed and conscientious team. I ask that you continue the forward

movement to improve our already outstanding record as a close knit family. It is even more important during this time of war.

We must continue to build on our military and family values. Respect for each other is critical to ensuring we're a welcome and inclusive organization. We come from varying backgrounds (racially, economically, educationally, etc.), and this is a good thing. Diversity can make us stronger, but that will only happen if we respect and work to understand the different perspectives that each of us bring to the table.

Finally, I encourage everyone to mentor subordinates and to seek out a mentor. While we work to ensure respect and understanding of different backgrounds, we must also work to ensure that our common military values and ethos are known by all. As young Soldiers and Airmen join our organization, they face many unknowns. We must help them understand where we all fit and help develop the path that will empower their talents and ensure their success.

Side Note by LaVonne Rosenthal – Diversity Discussions at Lunch led by MG Kadavy

In December 2008, a group of Nebraska National Guard Soldiers, Airmen and civilians were personally invited by MG Kadavy to meet with him over lunch to discuss diversity-related issues. These individuals represented several different cultures including race, gender, service and rank, and engaged in thought-provoking discussions about a variety of topics.

During their first discussion, members of the newly formed group each shared what diversity meant to them individually. Some of the responses were appreciating each others' strengths, providing a sense of belonging to something bigger than the individual and being accessible to the communities we serve. Supporting individuals to provide the right levels of education and training while leveling the playing field for competitive promotions is important to encourage growth and development of everyone in the Guard. We are each diverse in our own way. It is important that we use our experiences to mold us while we learn from each other. Each unit in the organization has its own culture within the larger context of the Nebraska National Guard.

Some of the more provocative topics this group and senior leaders covered were the English-only rule, the New Haven firefighters' discrimination suit and perceptions of favoritism and pre-selection in hiring processes. While the group may not have discovered the one key solution for preventing discrimination, they had the opportunity to explore each others' views on current events, and had the unique experience of sharing those views with The Adjutant General.

On behalf of this diverse group, I'd like to say *thank you* to MG Kadavy for having the courage to be open to hearing divergent views from individuals at all levels of the National Guard. 

ONE IN FIVE AMERICANS HAS A DISABILITY

By Karen Jordan-Anderson

When talking about diversity, we typically think of race, religion or gender; we don't often think of people with disabilities as part of our diverse population. One in five Americans has a disability. There is a good chance that every day you interact with someone who has a disability.



Wounded Warriors participate in open water dives to become scuba certified as part of the Soldiers Undertaking Disabled Scuba program. The dives have taken place at locations like the Virgin Islands, Guantanamo, Puerto Rico, and South Florida. The locales are chosen because of the warm water.

Many of us grew up during a time when people with disabilities were sent away to an institution or a special school. They might have been kept at home out of public sight, or, at the very least, educated in another classroom, away from the "normal" people. Thankfully, in today's society, children with disabilities of all kinds are not being hidden away. They are integrated into schools, becoming more embraced by our community and are slowly being recognized for the richness they bring to our society.

Because people with disabilities were isolated for so long, many of us find ourselves uncomfortable when meeting them. We don't know how to act or what to say, because we don't want to say the wrong thing or embarrass anyone—especially ourselves!

Don't worry! People with disabilities are aware of their own differences and of others' confusion, because they deal with it every day. They simply want to live and work and communicate like everyone else. Here are some general tips to make communicating and getting to know someone with a disability easier. Once you are more comfortable, it is easier to realize and appreciate the personalities and contributions that people with disabilities make to our lives and our society.

1. First and most important: people with disabilities, like everyone else, are PEOPLE FIRST. They may look different from you, they may think differently than you do, they may use assistive devices, but they should not be defined by their disability. They are people who deserve to be treated with dignity and respect.

2. Be aware that there are many people with disabilities that are not apparent. Just because you cannot see a disability does not mean it doesn't exist. Common courtesy goes a long way in getting to know someone, including people with disabilities. The golden rule still applies!

3. When you meet someone with a disability, it is appropriate to shake hands, even if a person has limited hand use or artificial limbs, or needs to use his/her left hand. Simply touch hands (or the person's prosthesis) to acknowledge his/her presence.

4. Relax! Don't be embarrassed to use common expressions such as "I've got to run now," "See you later," or "Have you heard about..." even if the person doesn't run, see or hear well. People with disabilities use these phrases all the time.

5. People with disabilities have different personalities and different preferences about how to do things, just as we all do. To find out what a person prefers, simply ask.

6. Remember, many of us use assistive devices. Some of us wear eyeglasses, or shoe inserts, or hearing aids. Some of us use wheelchairs or crutches or communication boards.

7. Avoid excessive praise when people with disabilities accomplish normal tasks. Living with a disability is an adjustment, one most people have to make at some point in their lives, and does not require exaggerated compliments. For example, you wouldn't want people to clap for you and tell you what a good job you did every time you got in and out of your car.

8. Speak directly to the person with a disability rather than to a companion or sign language interpreter who may be accompanying him/her. That is considered very rude, because in doing so, you are not acknowledging

that person's existence and ability to participate in the conversation and relationship.

9. Don't assume that people with disabilities want, or need, your help. Always ask before you try to assist, and then listen carefully to any instructions.

Don't interfere with a person's full control over his/her own assistive devices. For example, before you push someone who uses a wheelchair, make sure to ask if he/she wants to be pushed.

10. If talking to a person who uses a wheelchair for mobility, don't lean on it; it is considered an extension of their personal space. And when talking for more than a few minutes to a person using a wheelchair, try to sit down so that you will be at eye level with them.



Maj. Tammy Duckworth waits during her introduction to speak to a crowd of USAG Heidelberg employees in PHV Theater October 31. Photo Credit: Art McQueen

WEBSITE REVIEW: <http://www.invisibledisabilities.org/>

Review By Denise Anderson

All information written in this review comes directly from the website www.invisibledisabilities.org unless otherwise stated.

Have you ever seen someone pull into a handicap parking spot and walk or run into a store? They may or may not have a handicap permit in their car, but because they look normal you automatically believe they are cheating the system. I know that I have had angry thoughts for people who do this, but I have never said anything out loud.

The Americans with Disabilities Act of 1990, as amended (<http://www.ada.gov/pubs/ada.htm>) states a disability is:

- (1) The term "disability" means, with respect to an individual
 - (A) a physical or mental impairment that substantially limits one or more major life activities of such individual;
 - (B) a record of such an impairment; or
 - (C) being regarded as having such an impairment (as described in paragraph (3)).

For purposes of paragraph (1) (C):

- (A) An individual meets the requirement of "being regarded as having such an impairment" if the individual establishes that he or she has been subjected to an action prohibited under this chapter because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.
- (B) Paragraph (1) (C) shall not apply to impairments that are transitory and minor. A transitory impairment is an impairment with an actual or expected duration of six months or less.

There are two different types of disabilities that we need to be aware of: (1) visible, where you can actually see what is wrong with the individual (e.g. blind and has a seeing eye dog or cane, paralyzed and uses a wheelchair,

unable to speak so uses sign language to get their point across, etc.); and (2) invisible, where you cannot actually see what is wrong with the individual and may appear completely normal (e.g. chronic back pain and unable to work, has Multiple Sclerosis and is unable to walk long distances, etc.).

struggle to do what most of us consider normal day-to-day tasks and pleasures (i.e. dusting, running errands, going for a walk, etc.). They often feel isolated

from family and friends because others may think they are faking it, being lazy, or not following doctor's orders so they can get better. Family and friends may quit calling and

spending time with them because their illness may make them difficult to be around and because they don't understand the struggles those individuals are living with every day.

The first page of the site states what they are trying to accomplish: "Do your loved ones have a hard time understanding how your symptoms such as extreme fatigue, pain, dizziness and cognitive impairments can be debilitating?"

"The Invisible Disabilities Advocate strives to help friends and family better understand chronic illness and pain, as well as learn how to be a source of encouragement and support."

There are several sections on the site that help both the individual who lives with the disability every day and for friends and family to read information that can help them understand.

One area covering information designed for family and friends is called *Helping People Understand*. One click and you will be reading *But You LOOK Good! A Guide to Understanding and Encouraging People Living with Chronic Illness and Pain*. This is a great resource for friends and family to help with "What to Say," "What Not to Say" and "How to Help." Another click and you will go to an area with articles to help loved ones better



I found a wonderful and insightful website regarding invisible disabilities called The Invisible Disabilities Advocate (IDA). This is a site for people with disabilities that are not outwardly visible, and is also an extremely good resource for others to learn about the concerns and experiences of people with disabilities. The website refers to an invisible disability as a person's symptoms such as extreme fatigue, dizziness, pain, weakness, cognitive impairments, etc., that are sometimes or always debilitating. These symptoms can occur due to chronic illness, chronic pain, injury, birth disorders, etc. and are not always obvious to the onlooker. Reading different articles from this website and excerpts from the book *But You LOOK Good!* really opened my eyes to what individuals with chronic illness or pain are feeling and going through.

Individuals do not ask to be sick for months or even years at a time. They

WYOMING AMPUTEE PILOT COMPLETES THIRD DEPLOYMENT

By Major Carrie A. Parker, 455th Air Expeditionary Wing

BAGRAM AIRFIELD, Afghanistan (AFNS) (3/27/2009) - What sets Major Alan Brown apart from other Airmen in the gym at Bagram Airfield's Camp Cunningham isn't his workout routine, it's his right leg.

"When people see me in shorts at the gym there's definitely a pattern," said the 42-year-old mobility pilot of Pine Bluffs, Wyoming.

"They glance at my eyes, look down at my leg and then look back at my eyes," said the Wyoming Air National Guard Airman deployed with the 774th Expeditionary Airlift Squadron. "It happens every time."

Major Brown accidentally shot his leg in a hunting accident more than ten years ago. After four weeks in a drug-induced coma and three weeks of grueling rehabilitation, he was released as an above-the-knee amputee. His family made the decision to amputate after several attempts to restore blood flow to the leg failed. That decision saved his life.

"My body was shutting down and they made the tough decision to amputate not knowing how I would react," the major said.

Once he woke up, remembering the accident, his eyes were drawn to his leg. He asked the obvious question, "I lost my leg right?" Then he asked if his then girlfriend (now wife) Gina was still around. His third question provided his family some kind of relief, "What can I do to fly again?"

The answer to the last question had already been researched while the major



Major Alan Brown rides a stationary bicycle March 21 at Bagram Airfield, Afghanistan. Major Brown is an amputee C-130 Hercules pilot deployed with the 774th Expeditionary Airlift Squadron from the 187th Airlift Squadron of the Wyoming Air National Guard. He lost his leg in a hunting accident ten years ago, and after seven years he regained his qualifications to fly. Major Brown works out daily riding the stationary bike using a custom strap developed by the unit's life support crew. (U.S. Air Force photo/Senior Airman Erik Cardenas)

was in his coma. Knowing how passionate he was about flying, squadron mates had done some homework to find out exactly how he could fly again. Upon hearing his question, they shared with him the names of two civilian amputee pilots who had successfully returned to the cockpit following similar procedures.

Despite recommendations from medical professionals, Major Brown left the crutches and wheelchair behind, focusing on being back to normal. He never looked back.

"Attitude is everything, either you're going to let an injury like this ruin your life or you resume your life," Major Brown said.

He returned to work just nine weeks after the accident, and said he's found if he's willing to give everything he has toward a goal, people are willing to give everything they have to assist. One of those goals was getting back in the cockpit of the C-130 Hercules, re-establishing himself as just another pilot.

"I had invested a lot of time and energy into becoming a pilot," he said. "I wasn't about to walk away from the only career I had known."

First, Major Brown had to prove he should stay in the National Guard. Once he convinced leadership he was

dedicated to the mission, the next step was to convince them he could deploy. His current deployment is his third since he regained his worldwide qualification in 2005.

In the meantime, a well-meaning co-worker offered him a handicapped parking spot so he wouldn't have to walk so far to work.

"I laughed, thanked her and explained that I wasn't handicapped," he said. "It totally went against everything I was trying to achieve. In my mind I couldn't be handicapped and convince people I was able to fly a plane."

His last and most challenging task was to assure anyone who would listen that he wouldn't be a liability as a pilot. He had to prove this with a testimonial from a flight doctor that he could perform as a two-legged pilot.

Before the accident he'd flown for almost five years. From start to finish it took another seven years to get back in the saddle with the military. His dedication to the mission helped motivate him toward getting requalified.

"In my mind, I need to be deployed with my buddies. We've been training and flying together for years. It's not an option to stay home while they're here taking on the mission," the major said. "Flying is in my blood. It's what I do. And besides, I believe in what we're doing in Afghanistan."

He admitted flying is different with a prosthetic.

"As a pilot, using your feet is second nature," he said. "I just had to learn how to operate in a different way after the accident."

The deployed environment does present one significant challenge to the pilot.

"The gravel is rough," he laughed. "I haven't fallen yet but I can tell you that I



KEYS TO SUCCESS: RESILIENT DETERMINATION

By Master Sergeant Mary Baker

This is the second in a series of articles that will give us insight into the personal accomplishments of a variety of individuals, and the keys that allowed them to rise to their current positions in the organization. The authors will provide a glimpse into the barriers they may have faced and tell us about those mentors who had a positive impact on their career.

When I saw January 11 on the calendar earlier this year, I could hardly believe that I had crossed the twenty-year milestone. Twenty years in the Nebraska Air National Guard (ANG) was certainly not a goal I had when I enlisted in 1989, but here I am, a few re-enlistments later, still serving in the 155th Air Refueling Wing as a traditional Airman.

When I joined the ANG I was mainly concerned about finishing college and finding a good job. I started my military career as a photo-technician, a job that went away in 1994 when our air reconnaissance squadron was converted to an air refueling wing. I was honored to be selected as one of the first in-flight refueling specialists, and saw my dream of flying come to life as I traveled all over the world. After 2,200 flying hours in less than seven years, I switched gears and joined the Wing's finance office in 2001. For the last three years I have been a full time state employee with the Nebraska Military Department working in the 155th Security Forces Squadron. Militarily I am the 155th Mission Support Group First Sergeant and I believe I have truly found one of my dream jobs. While that's the trail I've been on...how did I get here?

As I said earlier, I had no plans in my twenties to be in the Guard for twenty years or more. But one day I realized I was closer to twenty than to ten and I figured I had to stick it out for the retirement benefits. It's like when you are playing blackjack, and you have sixteen in your hand; it's not good enough to win really, to win you need to stay in the game for the next hit. I believe that has been one of my keys to making it this far in my career: I've stuck it out. Some call it persistence, devotion, or tenacity; I'll just call it resilient determination.

No matter what loomed ahead on my journey up the mountain, I was determined to keep on going. When you

look at a map, the trails look a certain way. Even with a good graphic relief map you can get a better idea of how the land really does lay. No matter how good the map is, it still is not the same as actually trekking there and seeing the view in person. I learned that at a young age with my older brothers. I did not want to hear the stories of all they had done; I wanted to be out doing it with them.

I was blessed to have brothers that took me along, not just for the ride, but also for the experience. I learned that some of the best experiences were often harvested after working the longest and hardest to get them.

I've been determined to keep on going when times have been tough. It was never easy being one of a handful of female aviators in a previously male-dominated world. I was resolute; I stuck it out, and enjoyed my dream of flying while I could. I even bought golf clubs and learned the game so I could play with the other crew members rather than watch them from the clubhouse. I've never been much for spectator sports in general, as I've always preferred being in the game over sitting on the bench. I think most of us in the military are that way. We like the hands-on approach and enjoy the fray of the fight over moving the knights and bishops on the game board.

To be as resiliently determined as I've been the last twenty years, I know I've needed another trait to build my success upon as well. I call it positive self-belief. To be able to dare to go where others won't, you have to believe in yourself, no matter what. You need to know what you



are capable of and the limits to your abilities, and be brave enough to push a little further. That is the way we grow after all, to push ourselves beyond what we know to be true. Sometimes the only difference between you and the next person is that you believe you can climb to the mountain peak while they have doubts.

Self belief can be your best strength or your worst fault; as some

may misperceive your confidence as arrogance. A few times in my career I've been told I'm just "too self-confident." As if it is really bad to be confident in your own abilities. As with everything else, it is the perception of others that tends to weigh more than the truth of your own motives. I know if I had not had a positive sense of self belief instilled in me by my parents, I would not be where I am today in the Air Guard. In fact, I'd likely not be in the military at all because I would not have believed I could do it.

Olympic athletes are taught not only to believe in themselves but to envision winning the race and having the gold medal placed around their neck on the podium. For those in military, we too need to have this type of vision, not to get the gold, but to win the fight and complete the mission. If we don't believe in ourselves, that we will succeed and come home in one piece, we just may not. As senior non-commissioned officers and leaders, we must strive to instill that positive self-belief in our Airmen and Soldiers as well. We may even need to believe in them when they don't believe

BOOK REVIEW: WE BAND OF ANGELS: THE UNTOLD STORY OF AMERICAN NURSES TRAPPED ON BATAAN BY THE JAPANESE

Written by Elizabeth M. Norman; Publisher: San Val; May 2000

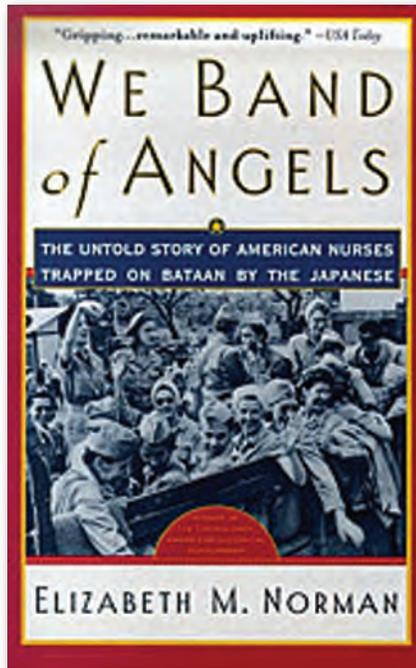
Book Review by BG Roma Amundson

Few people know of the 77 nurses who were imprisoned for over three years in the Japanese Internment Camp at Santo Tomas in the Philippines. Their story is told by Elizabeth M. Norman in her fascinating book, *We Band of Angels*, which is a well documented and thoroughly researched story of the nurse's courage, dedication and struggles to survive.

As one reviewer wrote, "from diaries, letters, and interviews with aging survivors, Elizabeth Norman has filled in a vital but missing chapter in the history of WWII: the stunning heroism of women. Bombing raids. Malaria. Starvation. Capture. Survival. Here is the little-known story of the Army and Navy nurses caught in the brutal retreat of U.S. forces from Manila to Bataan to Corregidor, and eventually to three years in a Japanese prisoner-of-war camp. It is as inspiring as it is horrific."

The story is indeed inspiring, as it points to the dedication and selfless service of the nurses during WWII. Here's a brief illustration....

Upon their release from Santo Tomas Internment camp by the 44th Tank Battalion and Army Rangers of the 1st Cavalry Division, the nurses had to deal with a changed status quo. For the Army Nursing Corps nurses imprisoned for over three years in a Japanese internment camp in the Philippines, little things had changed, like how Soldiers referred to themselves...



"...everything seemed to have changed, even simple things, like the way people talked. (Freed nurse) Denny Williams couldn't figure out why a soldier was referring to himself as a 'GI.'"

"GIs?" she asked. "What outfit are they?"

"Government Issue," the soldier laughed. "That's what they call ordinary soldiers now."

Some things, however, didn't change for nurse Denny Williams....

"I'm an Army nurse," Williams shot back, "and soldiers are never ordinary to me."

That one statement by nurse Denny Williams encapsulates the whole theme of the nurses' presence on Bataan Peninsula, Island of Corregidor, and eventually, the prison camp near Manila – their dedication in caring for and preserving human life!

We Band of Angels relates the story of Army and Navy nurses who had entered military service prior to WWII. The late 1930s was a time of economic depression and limited career choices for women, so many entered the Army or Navy to get a good paying job and to find adventure. While it was true at the time that the military was fairly intolerant of women, they were able to utilize their professional calling – nursing – to find both economic benefits and adventure, such as locations in the exotic posts in the Philippine archipelago.

Little did they know what the future would have in store for them. When the Japanese bombs began falling, the nurses were right in the midst of the combat

operations, taking care of wounded soldiers, helping the doctors, conducting triage and taking cover when the Japanese Zeros came in strafing and bombing.

The account relates the retreat of the American Army to the Bataan Peninsula where the Soldiers fought to hold ground. The doctors and nurses set up open-air hospitals in the jungle to care for the patients. The natural enemies to the maimed, weak and sick Soldiers claimed their portion. Bataan was infested with mosquitoes and considered the worst malarial breeding ground in the islands. So malaria, dengue fever, amoebic and bacillary dysentery, flatworms, roundworms and skin fungus increased the suffering caused by lack of food, potable water, constant enemy attack and exposure to elements. Nevertheless, even when they were sick themselves, the nurses continued their work of caring for the sick, wounded and dying Soldiers.

When it was clear that Bataan would fall to the Japanese, the nurses, doctors and as many Soldiers as possible were forced to evacuate, leaving the wounded in their beds, and were taken to an underground concrete tunnel called Malinta Tunnel on the Island of Corregidor. There they found underground living quarters and a hospital where they remained for roughly three weeks, suffering continued pounding by Japanese bombs over them. Eventually the Japanese prevailed, and upon the surrender of Corregidor, sent the nurses to San Tomas, an internment camp near Manila.

What happens then is the description of how the women survived in the prison camp – they continued to do their nursing duties, grew gardens to feed the internees, organized softball teams, worked a little undercover purchasing organization with the outside, conducted various classes such as English, Spanish,

**TRIVIA: THE 1970s***Compiled by Susan Stevens*

1. In 1975, Gary Dahl, a California salesman, invented a fad known as Pet Rocks.
 - a. True
 - b. False
2. What were the names of the three men who held the office of the President of the United States of America during the 1970s?
 - a. Presidents Johnson, Nixon and Ford
 - b. Presidents Nixon, Carter and Reagan
 - c. Presidents Nixon, Ford and Clinton
 - d. Presidents Nixon, Ford and Carter
3. What legendary Southern Rock group from Jacksonville, Florida, had several of its members killed or injured during an aircraft crash on October 20, 1977?
 - a. Lynyrd Skynyrd
 - b. Marshall Tucker Band
 - c. Charlie Daniels Band
 - d. Allman Brothers Band
4. What was the location of the U.S. nuclear power plant that suffered a partial core meltdown on March 28, 1979?
 - a. China Syndrome
 - b. Three Mile Island
 - c. Chernobyl
 - d. Goiania
5. In late 1979, which country took 51 Americans hostage for 444 days?
 - a. Iraq
 - b. Somalia
 - c. Saudi Arabia
 - d. Iran
6. Of the following events, which was the only one that actually happened during the 1970s?
 - a. Apollo 11 moon landing
 - b. John Lennon was killed
 - c. Richie Havens opened at Woodstock rock festival
 - d. President Nixon resigned
7. Which conflict involving the United States officially ended on January 28, 1973, with the signing of *The Paris Peace Agreement*?
 - a. Grenada
 - b. Iraq
 - c. Korea
 - d. Vietnam
8. Who was the famous American actress that earned the nickname "Hanoi Jane" after her visit to the Democratic Republic of Vietnam (North Vietnam) in the summer of 1972?
 - a. Jane Fonda
 - b. Jayne Mansfield
 - c. Jane Curtain
 - d. Jane Austin
9. Which two cities hosted the only two Summer Olympics held during the 1970s?
 - a. Los Angeles and Stockholm
 - b. Montreal and Atlanta
 - c. Munich and Montreal
 - d. Rome and Mexico City
10. What did Jim Jones become infamous for during the 1970s?
 - a. Texas Clock Tower Sniper
 - b. Texas Chainsaw Massacre
 - c. Jonestown Massacre
 - d. Attempted assassination of President Ford

*Trivia Answers on Page 17***DIVERSITY DATES: OCTOBER / NOVEMBER 2009**

October..... National Italian American Heritage Month (U.S.)
 October 1..... Independence Day (Nigeria)
 October 1..... Mehregan (Iran)
 October 1-2 National Day (China)
 October 2..... Gandhi Jayanti (India)
 October 2..... Independence Day (Guinea)
 October 2..... National Diversity Day (U.S.)
 October 2-3 Sukkot (Jewish)
 October 3..... Ch'usok (North and South Korea)
 October 3..... Chung Ch'iu (China)
 October 3..... Tag der Deutschen Einheit (Germany)
 October 3..... Tangun Day (South Korea)
 October 4..... Feast of St. Francis of Assisi (Christian)
 October 6..... Armed Forces Day (Egypt)
 October 8..... Karva Chauth (Hindu)
 October 9..... Hangul Day (South Korea)
 October 9..... Independence Day (Uganda)
 October 9..... Leif Eriksson Day (U.S. – Norwegian American)
 October 9-10 Shemini Atzeret (Jewish)

October 10..... Beginning of Independence Wars Day (Cuba)
 October 10..... Double Tenth Day (Taiwan)
 October 10-11 Simchat Torah (Jewish)
 October 11..... Casimir Pulaski Memorial Day (U.S.)
 October 11..... Cirio de Nazare (Brazil)
 October 12..... Columbus Day (U.S.)
 October 12..... Nossa Senhora de Aparecida (Brazil)
 October 12..... Thanksgiving Day (Canada)
 October 17..... Diwali (Hindu)
 October 18..... Independence Day (Azerbaijan)
 October 18..... Alaska Day (U.S. – Alaska)
 October 19..... National Heroes Day (Jamaica)
 October 19-20 Birth of the Bab (Baha'i)
 October 22..... Abu Simbel Festival (Egypt)
 October 23..... Chulalongkorn Day (Thailand)
 October 24..... United Nations Day (U.N.)
 October 26..... Chung Yeung (China)
 October 26..... Labour Day (New Zealand)
 October 26..... National Day (Australia)
 October 26..... October Bank Holiday (Ireland)

October 28..... Ochi Day (Greece)
 October 29..... Cumhuriyet Bayrami (Turkey)
 October 31..... Halloween (U.S.)
 October 31..... Reformation Day (Christian – Protestant)
 October 31 Samhain (Celtic, Pagan)
 November 1 All Saints Day (Christian)
 November 1 Daylight Savings Time Ends (U.S.)
 November 1 Dia de Muertos (Mexico)
 November 1 Revolution Day (Algeria)
 November 2 ... All Souls' Day (Christian – Catholic)
 November 2 Dzzyady (Belarus)
 November 2 Guru Nanak's Birthday (Sikh)
 November 3 Bunka-no-Hi (Japan)
 November 3 General Election Day (U.S.)
 November 3 Independence Day (Panama)
 November 6 Constitution Day (Dominican Republic)
 November 8 Remembrance Sunday (U.K.)

Continued on Page 20

ITALIAN-AMERICAN HERITAGE MONTH ORIGIN – OCTOBER

By Mary Schmidt-Rodriguez

October is the month to celebrate Italian-Americans! Italian food is one of my favorites so I especially look forward to celebrating this year with at least one or more visits to one or more of our local Italian eateries in Lincoln such as Vincenzo's Italian Ristorante, Olive Garden, Fazoli's, Valentino's Pizza, Spaghetti Works, Da Vinci's Italian Sidewalk Cafe, Romano's Macaroni Grill or PieZano's to name a few.



Although the month of October is designated as National Italian American Heritage Month by the President of the United States, it is not an official heritage month such as Hispanic American, Asian American or African American Heritage Months. (I have yet to find out why this is the case.) Coinciding with the festivities surrounding Columbus Day, the presidential proclamation recognizes the many achievements, contributions and successes of Americans of Italian descent as well as Italians in America. Over 5.4 million Italians immigrated to the United States between 1820 and 1992. Today there are over 26 million Americans of Italian descent in the United States, making them the fifth largest ethnic group.

The term America is derived from the Italian first name Amerigo, after the Italian cartographer and explorer Amerigo Vespucci. Vespucci is credited with proving that Columbus' islands of the New World were in fact a new continent.

During World War II, Italian Americans were both fighting in the war abroad and being fought against at home in the U.S. An estimated 1.2 million Italian American men served in the armed forces during WWII; about 7.5% of the 16 million who served. While doing research on this heritage month, I discovered that

more than half a million Italians living in the U.S. during WWII were classified by the federal government as "internal enemies." This required them to register at the nearest post office, carry identification cards and report job changes. They could not travel more than five miles from their homes, had to adhere to curfews and were forbidden to own guns, cameras or short wave radios. The Immigration and Naturalization Service held nearly 3,300 Italians in internment camps for

varying lengths during the war. More information is found in the book *The Unknown Internment* by Stephen Fox.

The following is a short list of some of the contributions Americans of Italian descent have made to our nation. For more information on Italian Americans, please read further on the websites listed in sources for this article.

- The words in the Declaration of Independence, "All men are created equal" were suggested to Thomas Jefferson by Filippo Mazzei, a Tuscan physician, business man, pamphleteer and Jefferson's friend and neighbor. Mazzei's original words were "All men are by nature equally free and independent."
- Two of the original signers of the Declaration of Independence were of Italian origin: William Paca and Caesar Rodney.
- Charles Joseph Bonaparte founded the Federal Bureau of Investigation in 1908, built the U.S. Navy into one of the strongest in the world and was the first Italian American appointed to a cabinet



position, serving as Secretary of the Navy and later as U.S. Attorney General during Theodore Roosevelt's administration.

- New York City's "Little Flower," Fiorello H. LaGuardia, was elected mayor in 1931 and served until 1944. Elected on the Republican ticket, he became the first Italian American mayor of the city. The former lawyer was a champion of labor unions and campaigned in English, Italian, Yiddish, German and Spanish.



- Governor Ella Tambussi Grasso of Connecticut was the first American woman elected governor in her own right and the first Italian American woman in Congress. Elected governor in 1975, she brought the state out of debt and created an open government so all citizens could easily access public records. Grasso served as governor until 1980. She served in Congress from 1970 to 1974. Ella Grasso died of cancer in 1981.



- Brooklyn's Rudolph W. Giuliani was elected mayor of New York City in 1993,



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*Italian-American Heritage Month
Continued from Page 10*

and re-elected in 1997. During his first term as mayor, crime in the Big Apple dropped 41 percent, the largest sustained decrease in the nation and the lowest rate in New York City since the 1960s.

- The Jacuzzi hot tub and spa were invented by the Jacuzzi family, whose family of seven sons and six daughters came to America in 1907. In 1915 they formed the Jacuzzi Brothers, Incorporated, which supplied the American military with propellers. In 1926, they developed the deep well (jet) water pump that led to the famous whirlpool bath.
- Chef Boyardee, the man behind the nation's leading brand of spaghetti dinners, pizza mix, sauce and pasta, was really Ettore Boiardi, an Italian immigrant from Emilia Romagna. Boiardi, who began as a chef's apprentice at age eleven, eventually opened a restaurant in Cleveland, Ohio in 1924 and began packaging pasta and sauce for his customers to take home. In the 1930s, he began selling his pasta and sauce in cans. A food distributor convinced him to change the spelling of his name to make it easier for Americans to pronounce. During World War II, the company was the largest supplier of rations for the U.S. and Allied Forces.
- The Big Mac, McDonald's sandwich classic, was invented by Jim Delligatti, owner of a McDonald's franchise in Pittsburgh, Pennsylvania. Since its introduction in 1967, more than 14 billion Big Macs have been sold, making it the most popular sandwich in the world.
- The popular Radio Flyer red wagon was created by Antonio Pasin (http://www.radioflyer.com/history/antonio/antonio_01.html), an immigrant Italian carpenter in 1917. Pasin began making



the wagon he called the Liberty Coaster, after the Statue of Liberty, one of his first sights in America. Today, his grandson, Robert Pasin, is the president of the Chicago-based Radio Flyer, Inc., which he runs with his brothers, Antonio and Paul. The company's 100 employees manufacture about 8,000 wagons a day.

- Mr. Peanut and the Planters Peanut Company were created by Amedeo Obici and Mario Peruzzi, two Italian immigrants. Obici, who came to America from Oderzo in 1889, began selling five-cent bags of peanuts on the street. In 1897, he took Peruzzi as his partner. By 1930, the two had four huge factories, and raked in over \$12 million annually. Today the Planters Peanut Company has over 5,000 employees.
- The ice cream cone was invented by an Italian immigrant to New Jersey named Italo Marcioni in 1896.
- Neapolitan immigrant Attilio Piccirilli and his five brothers carved the statue of Lincoln (The Lincoln Memorial in Washington, DC), which they began in 1911 and completed in 1922. It is 19 feet high and made of 28 blocks of marble, carefully fitted together. The gifted sculptors, working out of their studio/living complex in the Bronx, also carved the famous lions on the steps of the New York Public Library, and the facade of the Brooklyn Museum among many other works in New York and across America.



- A concrete symbol of American democracy, the Capitol building in Washington, DC bears the imprint of Italian talent. Between 1855 and 1870, the Italian artist Constantino Brumidi decorated its interior

dome, corridors and the President's Room where Lincoln signed the Emancipation Proclamation.

- Washington, DC is justifiably proud of its quiet, modern subway system, but few of the thousands of commuters who ride it daily know that more than 60 percent of Metro's 764 subway cars are made in Italy. The DC Transit Authority purchased 466 cars from Breda Costruzioni Ferroviarie in Pistoia at a cost of about \$1.3 million each.

A fitting end to this article is a quote from Mrs. Laura Bush's remarks at the National Italian American Foundation Luncheon in October of 2007.

"Whether in old neighborhoods like the North End, Mulberry Street, and North Beach, rural farmlands, or expanding suburbs, Italian Americans enrich communities across our nation. Your love of life makes our cities and towns more vibrant. Your love of the United States makes our country stronger. In

World War II, over a million Italian Americans defended the United States against the Axis powers. During the Civil War, one of the early Medals of Honor went to a Turin native named Luigi Palma di Cesnola. Reflecting Italian Americans' broad achievements, this Union soldier later became the first director of New York's Metropolitan Museum of Art.

"Italian Americans are justly proud of their contributions to our nation. They're proud of their traditions -- traditions like bakeries and Bocce ball as well as the traditions of strong families, deep faith, and hard work."

Sources:

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<http://georgewbush-whitehouse.archives.gov/news/releases/2007/10/20071012-7.html>
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RESTAURANT REVIEW: VUNG TAU (VIETNAMESE) RESTAURANT

2708 Y Street; Lincoln, Nebraska 68503; 402-438-9959

By SrA Winston Sanniola

Hole in the wall isn't the only phrase that describes this wonderful eatery. The Lincoln Journal Star labeled Vung Tau restaurant as a "diamond in the rough." I agreed with that assessment when I first visited Vung Tau some odd years back.



Pho

broth) and is generously portioned with eye round steak, beef flank, well-done brisket, soft tendon, tripe, meatball, and a dash of sliced red and green onion. Some toppings for the soup to add are fresh bean sprouts, Thai basil, cilantro, sliced jalapenos, hoisin sauce and hot sauce. Pho also comes in three different sizes: small, large and extra large. (This is the closest thing to a home cooked soup/meal and is hands down the best selling and best tasting item on the menu.)



A third favorite item is bubble tea. Bubble tea consists of an ice blended flavor, with over thirty flavor combinations to choose from, ranging from strawberry to Thai to mocha. I personally enjoy a mix of mango and strawberry. The funky kick to this bubble tea is the overly large tapioca pearls that sit at the bottom of this

drink, which makes it fun to try to draw out the pearls with the over-sized straw it is served with.

Growing up with home-cooked Vietnamese meals, I have acquired a taste for quality cooking with no corners cut, thanks to my mom's culinary expertise. It is hard to find the time to make it over to my mother's kitchen for a feeding frenzy, and she's too busy to set the time aside to prepare many traditional home-cooked meals. But when I talk to her about eating at Vung Tau, a bit of jealousy comes to the surface. Yet it is honestly the closest thing to home-cooking that I have found.

This mom and pop establishment can squeeze in up to thirty-plus people. You will usually have to wait for a table, especially on Sundays after church going time, because of an extremely hungry (Vietnamese) crowd. Owners Truyen Pham and Anne Nguyen have operated the restaurant since 1995. They usually have two of their three sons, Ryan and Skottie Pham, students at Pius X, helping out. I've personally known the family since 2005 and have been a fan of their restaurant ever since.

Vung Tau offers over thirty menu items ranging from Vietnamese special hoagies to the infamous Pho (Beef or Chicken rice noodle soup) with the highest priced menu item a very reasonable nine bucks! Let me fill you in on three of the most popular items on the menu.

The first item is Pho. In Vietnam, Pho was mainly served as a breakfast meal, but since it's so delicious it can be eaten at any time. Pho consists mainly of beef broth (but can be substituted for chicken



Bun

The second most popular menu item is the Vietnamese Hoagie. The hoagie is very popular with the "to go" Vietnamese customers, especially the locally-owned businesses. How do I know this? Because I've been referred to eat at the restaurant by Vietnamese grocery store owners while they were consuming their hoagie from

Two people eating at Vung Tau, with an order of spring rolls, two orders of large pho, and two bubble teas will run you a little less than \$25.00. The best part about Vietnamese food is that, even if it's fried, it's not overly greasy; it has a light but hearty flavor and flavorful aromas, and best of all at Vung Tau is that it is fresh.

"Diamond in the rough" is the correct description for Vung Tau, because you don't go for the ambiance of the dining experience. It's the "Little Vietnam" for spectacular almost-home-cooked meals; the best that I have found in Lincoln or Omaha. My motto for eating out at other ethnic and culturally diverse restaurants is this: "If the restaurant offers ethnic food, and it's packed with customers of that ethnicity, then it's got to be good." That is certainly true with Vung Tau.

Side note from the Creative Director. This place is great. I have to put a plug in for one more dish - my favorite - Bun. It's delicious!





SPECIAL EMPHASIS PROGRAM (SEP) GROUP'S FOURTH ANNUAL TRAINING DAY

By Mary Schmidt-Rodriguez

Memorial Hall at Camp Ashland was the setting for the SEP Group's 2009 training day on August 18. Each year we hold a one day training for our SEP members to learn more about diversity, each other and ourselves. This year's program was outstanding.

The training day opened with BG Roma Amundson welcoming the group. She then demonstrated diversity by using two pieces of wood. The first board was plain white pine which used to be the wood of choice in construction. The second board is the new wood of choice, an engineered wood made out of recycled and smaller wood (many different smaller parts), striated and pressed together to make a stronger piece of wood that is harder to break. She then compared the boards to diversity in stating that many different people coming together helps to make us all stronger. Diversity isn't what we talk about, it's what we do.

For the morning session, Military Department leaders joined SEP Group members in a seminar conducted by Scott Warrick on Emotional Intelligence. Mr. Warrick specializes in human resources consulting, employment law and training services. His motto is *Solving Employee Problems Before They Happen*.

Mr. Warrick opened with this gem:



"Diversity is who we are; Tolerance is how we use it." He based his talk on emotional intelligence and tolerance skills, which are the key to success. The four skills to being emotionally intelligent are communication, tolerance, how well you control your ego, and how well you control your emotions.

One of the most interesting statistics given by Mr. Warrick was that 77% of all Americans HATE their job (Gallup Poll 2005) and the number one reason for this is because they feel they are being bullied (poll conducted



by careerbuilder.com and Scott Hunter, author of *Making Work Work*). In the workplace there are two types of bullies. The first are those who pick on others to make them feel better about themselves. The second are those who pick on other people because they are different from themselves, which he defined as harassment. Due to these bullies, there are over 18,000 physical assaults in the workplace every week.

Following are some of the points Mr. Warrick made during his presentation:

1. An emotionally intelligent and mature person is someone who is comfortable with themselves and won't bully other people.
2. Tolerance means I won't persecute you because you're different.

3. Acceptance means I approve of who you are.
4. We work towards tolerance; acceptance would be best.
5. If people can control their ego they will respond better when someone tells them they are wrong.
6. Build trust with honest and respectful communication.
7. Your health is directly affected by how tolerant you are of other people.
8. Logic will take you up to a decision. Emotions determine how you make your decision.
9. Trust doesn't exist until you build it – just like a bridge.
10. People should focus on where their goals overlap. Don't always focus on the differences.
11. We become stupid when we won't listen or learn.
12. A mind is like an umbrella. It only works when it is open.
13. Stop and think before you say anything.
14. Attitudes are contagious.
15. Self awareness skills: Do you know what makes you tick? Identify your weaknesses so you can handle them.
16. Social skills help you relate to people better. Put your ego in your back pocket.
17. Adaptive skills: You need to be able to change. Learn change management. Learn from your mistakes.
18. Stress management: Eustress means you like what you're doing. Distress means you hate what you're doing and it is slowly killing you.
19. Put meaning into what you are doing – change from distress to eustress.
20. Emotions are stronger than logic.

For more information on Mr. Warrick and/or to read his book *Emotional Intelligence, Tolerance and Diversity for White Guys...And Other Human Beings* go

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***Diversity isn't
what we talk
about, it's what
we do.***

ALASKA DAY

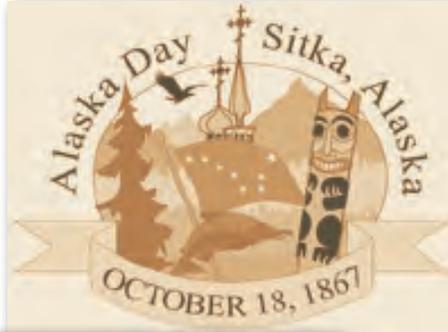
<http://alaskadayfestival.org>

By Denise Anderson

Question: When did the United States flag first fly over Alaska? If you guessed January 3, 1959, when Alaska became the 49th State, you would be incorrect.

In March 1867, Secretary of State William Seward signed an agreement to buy Alaska from Russia for \$7.2 million, which was about 2.5 cents per acre, for an area twice the size of Texas. Many Americans thought this was too much money and called it "Seward's Folly."

Later that same year, on October 18 (now officially known as Alaska Day) at Sitka, Alaska, the Russian flag was lowered



The pioneer home with The Prospector statue at center

and the Stars and Stripes were raised for the first time. There were 250 U.S. troops and 100 Russian soldiers at the Governor's house when the transfer was made.

The first celebration of Alaska Day was in 1949, with the unveiling of the The Prospector statue on the lawn of the Pioneer's Home. This statue is a tribute to Alaskan pioneers. This annual festival lasts three days and involves a re-enactment of the 1867 ceremony, accompanied by ceremonial music.

Many other events are going on during this time including a memorial service at the Sitka National Cemetery, a parade throughout the city's business district (with individuals dressed in period

clothing), a mayor's proclamation, a costume ball featuring period costumes, dance performances, races, a concert by an army band, an air-sea rescue demonstration, an open house on board a coast guard cutter or naval vessel and tea at the Pioneer's Home.



Photo credits: Maria Finkenbinder and the Sitka Daily Sentinel

Alaska Trivia:

Alaska is derived from the Aleut word Alyeska, meaning great land.

Nickname: The last frontier

State Motto: North to the Future

State Seal: Designed in 1910, while Alaska was a territory and not a state. The rays above the mountains represent the Northern Lights. The smelter symbolizes mining. The train stands for Alaska's railroads and ships denote transportation by sea. The trees symbolize Alaska's forests, and the farmer, his horse and the three shocks of wheat represent Alaskan agriculture. The fish and the seals signify the importance of fishing and wildlife to Alaska's economy.

State Flag: The state flag features a blue field, which is for the sky and the forget-me-not, the state flower. The North Star is for the future of the state of Alaska, the most northerly state in the Union. The

dipper is for the Great Bear, symbolizing strength.

State Bird: Willow ptarmigan

State Fish: Giant king salmon

State Flower: Forget-me-not

State Mineral: Gold

State Land Mammal: Moose

State Marine Mammal: Bowhead whale

Alaska's largest bear is the Kodiak Brown Bear.

Wrangell is the only Alaskan city to have existed under four nations and three flags. The Stikine Tlingit Nation, the Russians, the British and the Americans.

Mount McKinley is North America's largest peak at 20,320 feet.

The coastline of Alaska is longer than the coast line of the entire United States.

Kodiak is home to the oldest permanent European settlement in Alaska.

The shortest distance separating North America from Asia is between Big and Little Diomed Islands.

The original Indian name for Haines was "Dtehshuh," meaning "end of the trail."

The Richardson Highway was Alaska's first road, known to gold seekers in 1898 as the "Valdez to Eagle Trail."

Alaska is two and one half times larger than the state of Texas.

The arctic circle is an imaginary circle around the globe where in Alaska on December 21 the sun never rises for twenty-four hours and on June 21 for twenty-four hours it never sets. 🌍

2009 EUROPEAN HERITAGE LUNCHEON RECAP

By Mary Schmidt-Rodriguez



This year's European heritage event was held at the Spirit of '76 Armory on June 25. This event was inspired by those attending past



attending Czech dances, makes for excellent discipline of poise and manners.

Czech culture and heritage adds beauty

and wholesomeness to their lives through music, dance and customs. Family heritage is eagerly passed on through sharing what they've learned with their children, not because it is from their past, but as an inspiration and opportunity for their future.

The master of ceremonies was Master Sergeant Greg Malina, who opened the celebration by greeting guests in Czech. Greg also explained his personal association with our entertainers as part of their introduction.

The entertainment this year was provided by The Ostry Family Singers. They are 100% Czech ancestry, fifth generation in this country and still carry on many Czech traditions such as singing and dancing.

Michael and Karen Ostry live on a farm near Bruno, Nebraska, in an area known to those who live there as the "Bohemian Alps." Their children, Matthew, Louis, Cecilia, Angelica, Maria, Helena, Anthony, Gerard, Lydia and Gabriella are being raised in the traditions of their Czech culture and classical music. This goes hand in hand with their organic farm life which includes healthy music for healthy living.

In home schooling their children, they use the strengths and beauty of the Czech culture to enhance their curriculum. Music helps the mind and develops character. Playing music on piano, violin, mandolin, banjo, guitar, drums and accordion, and vocals, along with

and wholesomeness to their lives through music, dance and customs. Family heritage is eagerly passed on through sharing what they've learned with their children, not because it is from their past, but as an inspiration and opportunity for their future.

The Ostry Family gave a wonderful performance in a program entitled *Call of the Czech Birds*, an original musical production. Their musical bird watching adventure, depicted through songs, poems, hymns, skits and dances, entertained and educated the audience on why birds are a favorite animal of the Czech people. They showed how various birds have foretold romances, loves and heartbreaks. The audience enjoyed the show as reflected by very favorable comments on the lunch survey: "Skit was cute and the singing was good," "I think all the heritage luncheons are educational and also shows you what you forget about your own" and "Everything was very informative and pleasant." This was family entertainment at its best.

The caterer for the luncheon was Hy-Vee who provided a delicious meal of brats and sauerkraut, warm German potato salad and feta bowtie pasta. The meal was rounded out with authentic homemade kolaches baked by Marlene Fujan. Thanks to Chaplain Ehler, who provided the invocation and benediction. The SEP Group truly appreciates everyone's support of these special recognition events. 





SEP MEMBER HIGHLIGHT

MSgt Paul Dion - Recruiting Supervisor - Nebraska Air National Guard



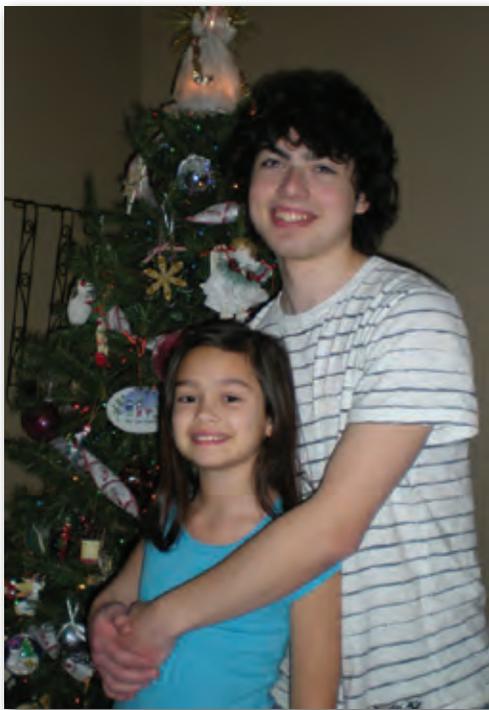
If you have never met a French-Mexican before, then you have never met me. Strange combination isn't it? My father's parents are French-Canadian from Quebec, the French speaking Canada, and lived in New Hampshire. My mother's parents are from Mexico, and lived in the panhandle of Nebraska. While my father was active duty Air Force and we lived in Illinois, we would rotate our family vacations between Nebraska and New Hampshire. These might as well have been two totally different countries when I was younger.

Growing up in Rantoul, Illinois was not a very diverse place to be. During my time in Illinois I had not met anyone of any other nationality other than relatives who came to visit, who were usually of Hispanic descent. So traveling to Nebraska and New Hampshire when we were kids was always a lot of fun because it was different, but it was also somewhat confusing to my brothers and me. My grandparents in Bayard, Nebraska typically spoke a lot of Spanish, especially when the migrant workers were in town to help harvest the sugar beet fields. My grandma worked with the migrant workers every summer helping them to find a place to stay, steady work and education for their kids and communicated with them in Spanish. My grandparents in New Hampshire on the

other hand spoke a lot of French. Being so close to Canada there were always visitors from Quebec stopping by the house who usually spoke very little English. Therein lies the confusion: we never knew what anyone was saying.

That is a little taste of my background, and now on to some personal information about me. I joined

the active duty Air Force my senior year in high school and shipped for Basic Training after I graduated in 1986. I was active duty for nine years, and during my tenure on active duty I met my wife, Kandice, while just a very young Airman. We met while I was in Nebraska for a family reunion, all the way back in 1988. Kandice is also from a Hispanic background. When I met her, I kind of figured with a maiden name like Huerta, and knowing she was born and raised in Western Nebraska, that she was Hispanic. We married two years later and will celebrate our twentieth wedding anniversary in July 2010. It's hard to believe that she has put up with me for that long. She has been with me all but two years of my 23-year Air Force career,



which one could say, is also her Air Force career. Without her I wouldn't have made it to where I am today. We have two children; Tyler who is soon to be sixteen and a sophomore at Pius X High School in Lincoln, and Lauren is eleven and a sixth grader at Blessed Sacrament School, also in Lincoln.

While on active duty, I was stationed in Tacoma, Washington, which is thirty minutes down the road from where I graduated high school. The next duty station was Gila Bend, Arizona, a remote assignment in the middle of the Arizona desert, an hour south of Phoenix. My third assignment was in Plattsburgh, New York, two and a half hours from where my father grew up in New Hampshire and a half hour south of the Canadian border, and lastly Rapid City, South Dakota. During this time, I was fortunate

enough to be stationed in areas where there is a lot of local culture, and I made sure I took in as much as I could of the uniqueness of each area. Living in upstate New York was a wonderful experience since the New England states are so diverse. We moved to Lincoln in 1995 when we separated from active duty, and I transferred directly to the Air Guard as a traditional guardsman. I was a drill status guardsman until August of 2004 when I was fortunate enough to be hired as the Retention

Manager for the 155th Air Refueling Wing. I have been in my current position as the Recruiting Supervisor since July 2007 and enjoy the ever changing diversity of the recruiting world. 



Continued from Page 9

1970s TRIVIA ANSWERS

1. a. True. The original Pet Rocks were gray pebbles that were marketed as though they were actual live pets. Dahl established his organization, called *Rock Bottom Productions*, and sold the rocks for less than \$4.00 each. He even packaged the Pet Rocks in small crates, and included an instruction manual on how to care for the Pet Rock. He also developed a vacation resort, called *Pet Rock Sanitarium*, where people could send their Pet Rock. Though the main rush only lasted seven months, ending in late 1975, Dahl ended up a millionaire.



2. d. Nixon, Ford and Carter. Richard Milhous Nixon, the 37th President of the United States, held office from 1969 until 1974. Gerald Rudolph Ford, the 38th President of the United States, held the office from 1974 until 1977. Jimmy Carter, the 39th President of the United States, held the office from 1977 until 1981. President Johnson ended his Presidency in 1969, President Reagan began his Presidency in 1981, and President Clinton began his term as President in 1993.

3. a. Lynyrd Skynyrd. While flying on a chartered airplane from Greenville, South Carolina to Louisiana State University in Baton Rouge, Louisiana, their aircraft crashed near McComb, Mississippi. The group's lead singer and primary song writer, Ronnie Van Zant, its guitarist, Steve Gaines, one of its back-up vocalists, Cassie Gaines, its assistant manager, Dean Kilpatrick, the aircraft pilot, Walter McCreary, and the co-pilot, William Gray, were all killed. Several other members of the band were seriously injured during the crash.

4. b. Three Mile Island was the worst nuclear mishap in American history. The nuclear generating station, located on the island in the Susquehanna River in Dauphin County, Pennsylvania, covered approximately 814 acres. The clean-up finally started in August 1979 and ended in December 1993, costing nearly \$970 million. As a result of this accident, plans for 51 American nuclear reactors were later cancelled.



5. d. Iran. On November 4, 1979, in the American Embassy in Tehran, Iran, Iranians captured 66 American hostages. Shortly after, they released all women and African-Americans, reducing the total number of hostages held to 51. Later, another hostage, who was very sick, was also released. The hostages, held for 444 days, were released on January 20, 1981, the day President Reagan was sworn in as the 40th President of the United States of America.

6. d. President Nixon. On August 8, 1974, after serving 2,026 days as President, Richard Nixon became the only President to resign from office. On June 17, 1972, security guard, Frank Wills found the Democratic Party's National Committee offices, located in the Watergate Hotel, were broken into. This break-in, allegedly ordered by the President's staff, led to President Nixon's resignation. Woodstock took place in Bethel, New York, from August 15-17, 1969. Apollo 11 landed on the moon on July 20, 1969. On December 8, 1980, Mark David Chapman killed John Lennon in New York City.



7. d. The Vietnam conflict was the longest American conflict of the 20th Century, starting in December 1961, with a report known as the White Paper, and ending when Saigon fell in 1975. The White Paper urged an increase in military personnel and an introduction of American advisors into Vietnam. The conflict cost the lives of over 50,000 American service members. The signing of *The Paris Peace Agreement* expedited the withdrawal of American combat forces in March 1973. Only a very small number of American service members were still in Vietnam when Saigon fell on April 30, 1975. The Grenada conflict was in 1983, the Korean conflict was from 1950 until 1953, and the first Iraqi conflict didn't start until 1991.

8. a. Jane Fonda visited North Vietnam in 1972 and told the press that American Prisoners of War (POWs) were being treated well and not tortured. However, when the POWs returned home, they contradicted Fonda's statement and told of the inhumane treatment and torture they suffered as POWs. Some of the American POWs stated they were tortured for refusing to meet with groups like Jane Fonda's. In response to these allegations, she referred to the returning POWs as "... hypocrites and liars." In 1975, she returned to Hanoi with her son Troy for a celebration. Her son was christened after a Viet Cong hero, Nguyen Van Tori. Tori attempted to assassinate Secretary of Defense Robert McNamara on his visit to South Vietnam in 1963. She later expressed regrets for statements made and for having her photo taken while sitting on a North Vietnamese anti-aircraft gun.

9. c. Munich and Montreal. In 1972, Munich won out over Montreal, Detroit, and Madrid, Spain.



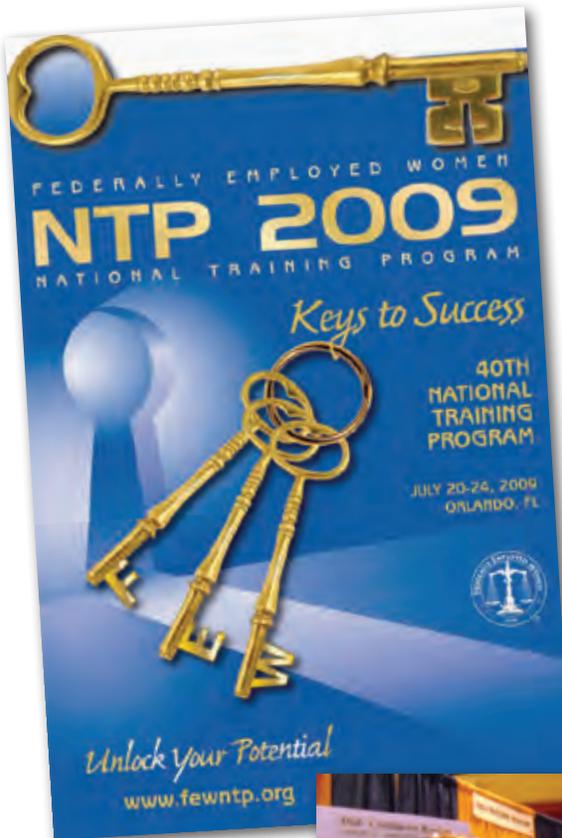
Olympiasee in Olympiapark, Munich

Continued on Page 18



FEDERALLY EMPLOYED WOMEN NATIONAL TRAINING PROGRAM (NTP): "KEYS TO SUCCESS"

By Pam Makovicka



I had the privilege of attending the 40th annual NTP in Orlando, Florida in July. As the Heartland chapter president, I attended president's training on Sunday and Monday. The National Federally Employed

Women (FEW) provided leadership training, and FEW's latest strategic plan provides guidance to lead our Heartland FEW Chapter to a successful future. I also attended the National Guard Bureau (NGB) Agency forum where we received updates on plans for the Federal Women's Program and Special Emphasis Programs. A draft of new National Guard pamphlets for both programs were provided for review.

The opening ceremony for the training days began on Tuesday with a march of all the presidents of local chapters



carrying their State flag into the auditorium. We had a dynamic speaker, Susan Miller, tell us about the importance of working and living in the positive zone.

Over 2,000 women from across the United States attended the NTP. I found networking with women of other agencies was valuable. Sharing our ideas and plans demonstrates the success of diversity.

Some of the classes I attended were Building High Performance Teams, Projecting a Positive Image and Microsoft Office 2007. All were very informative and with the Microsoft Office training my transition to Office 2007 should be a bit smoother than I previously anticipated.

Our closing ceremony theme, *Each One Teach One*, provided us with other great speakers. Carole J. Parker, Ph.D. spoke

on keeping relationships healthy. Lisa Jones, a renowned inspirational speaker, is dedicated to affecting people in a positive way and shared ideas to transform

our lives from vision to reality. Vernice Armour, the first African-American female pilot and combat pilot, inspired us with the understanding of the passion and leadership required to excel.

This year's theme *Keys to Success* was a very appropriate metaphor for this training as it offered so many opportunities to unlock, explore and expand our knowledge. This annual conference is open to all federal employees and other agencies, and will be held in New Orleans from July 12-16, 2010.

Trivia Answers Continued from Page 17



Velodrome (foreground) and Olympic Stadium (its tower completed after the Games), Montreal

Unfortunately, the Munich Games are remembered for tragedy instead of triumph. With only six days left in the Games, eight Arab terrorists killed eleven Israeli athletes, coaches and one German police officer, after taking them all hostage. In 1976, Montreal won out over Moscow and Los Angeles. The Montreal Games suffered no tragedies.

10. c. Jim Jones. A religious cult figure, Jones took his group of followers to Jonestown, Guyana. He shot himself after he murdered his followers by convincing most of them to drink cyanide-laced fruit drink. Jones, a known prescription drug abuser, became paranoid when Congressman Leo Ryan visited Jonestown in 1978 for an inspection. Everything was okay until sixteen cult followers wanted to leave Jonestown with Congressman Ryan, causing Jones to panic. While waiting to depart at Port Kiatuma Airbase, a local airfield, Jones' armed security guards arrived and killed Congressman Ryan and four other people. Later on the same day, Jones and 914 of his followers committed mass suicide. It's believed most followed Jones' instructions to drink cyanide-laced fruit drink; however, any follower who chose not to drink it was most likely involuntarily injected with cyanide, or simply shot. Jones' body was discovered in a chair with a single gunshot wound to the head.

Wyoming Amputee Continued from Page 6

know where every paved surface is on the base.”

His prosthetic leg is slightly shorter than his remaining leg -- to ensure he doesn't drag his foot on the ground -- and has a hydraulic knee to aid with stabilization, but it's much less maneuverable than his own leg.

That lack of flexibility limits him at the gym with weight training and cardiovascular activity. He discovered he can ride the stationary bike with the help of a custom strap crafted by the unit's life support crew.

“Just about every day someone approaches me to ask what happened,” he said. “People aren't sure if I'm sensitive about it. But once I let them know that I'm not offended and explain what happened, everything is fine.”

The one thing the major is reluctant to talk about is how he's helped others in his situation. He takes every opportunity to encourage other amputees there is life after a lost limb.

“This isn't about me and what I've accomplished. I made a big mistake. There's no one to blame for this but me, and I don't want to stand out,” Major Brown said. “Being comfortable with my situation gives me a chance to answer questions other amputees may have on what they'll face.”

On a recent trip to Walter Reed Hospital in Washington, DC, he visited many veterans facing the future without a limb.

“I just wanted to answer any questions they had,” he said. “Coming home and not knowing what the future holds can be overwhelming.”

He emphasized how impressive it is that the military has taken a wider approach with amputees in light of the recent increase in those losing limbs in Iraq and Afghanistan.

He also understands the importance of friends and family when facing difficulty.

Website Review Continued from Page 5

understand the ins and outs of living with chronic illness and pain.

Other information available on the site includes information on IDA including who they are and where you can find them featured; IDA projects and programs including *Programs 4 People* (grocery and prescription help) and *The Cleaner Indoor Air Campaign*;

“The Invisible Disabilities Advocate strives to help friends and family better understand chronic illness and pain, as well as learn how to be a source of encouragement and support.”

IDA Communication and Support which includes information on seminars, their newsletter and support groups; and ways to help them continue to reach out featuring products to purchase and ways to spread the word to others.

One of the most important things an individual who doesn't have these invisible disabilities can do is to be empathetic for those who have them. Take time and read the articles on this site and discover what others have learned by reading the information. As one person stated: “I just finished reading your booklet and feel like bawling in relief that you have identified and eloquently described what is helpful and what is not for people with chronic illness.

“You put into words what I have felt for 20 years!” Sandy, Colorado 🌍

“Everyone faces challenges, but having the right mindset and the right people to support you makes the difference,” said the major, who expects to be back home by the end of the month. “I'm the most fortunate guy around, not only do I get to fly, but I am surrounded by great people who have supported me and have now accepted me as just another pilot. That's all I've ever wanted.” 🌍

Disability Continued from Page 4



Capt. Nathaniel Durant III, 165th Infantry Brigade, accepts a gift from Mike Steward, Southeastern Paralyzed Veterans of America, during the opening of the disabled veterans garden plot. Photo Credit: Nichole Riley, Moncrief Army Community Hospital

11. Always focus on the person first, in practice and in the language you use. You shouldn't/wouldn't say, “Glasses-wearing Sue” or “blind Joe.” It is more appropriate to say, “Sue, the woman who wears glasses, or “the man with the visual impairment.” Emphasize the person, and put them ahead of their disability.
12. Along those same lines, some terms that might have sounded acceptable in the past, such as crippled, deaf and dumb and wheelchair-bound, are no longer accepted by people with disabilities. Most have very negative connotations which emphasize powerlessness rather than recognizing ability. Always say “person with a disability,” “Mary is deaf (or hard of hearing),” “Denise uses a wheelchair,” or “Bill has mental retardation.” Again, it focuses on the person first, and their disability afterwards.
13. “Retarded” is an unacceptable term, in all but the most medical of settings. To say that “Joe has mental retardation” is appropriate. To call your neighbor or an irritating situation retarded is totally unacceptable to those in the disabled community—just as the “N” word is unacceptable in our society. It really is considered that bad!

Whatever you do, don't let fear of saying or doing something wrong prevent you from getting to know someone who has a disability. If you are unsure of what to say when you first meet, try starting with hello. 🌍

Book Review Continued from Page 8

finance, personal care, nutrition, etc., all intended to keep the internees' minds occupied. A little prison subculture developed and was nurtured by these women. But as the prison camp filled with internees, these activities soon became superseded by the mere need to survive. Survival, as the primal thought, was paramount, and the women struggled to maintain life with some semblance of dignity. The chapter entitled "Eating Weeds Fried in Cold Cream" gives detailed accounts of what happens when human bodies are in a state of starvation.

The freeing of the camp by American Soldiers in February 1945 came not any too soon; survival of the nurses and the other internees hung in the balance. They did, however, survive and live to tell their story through the pen of Elizabeth. For an absolutely gripping account of independent, professional, and courageous women who suffered the harshest conditions imaginable in the jungles of the Philippines and a Japanese prison camp, read this book. Once you begin, you will be immersed in the story.

What will be incomprehensible to you after you finish the account and read the afterward is the fact that many of these women were refused the appropriate medals and honors that they so obviously deserved as a result of their selfless service, courage and dedication to duty. This lack of recognition makes the powerful story of these brave women serving in combat situations very poignant and compelling. We can honor them now by reading their story. 

Keys to Success Continued from Page 7

in themselves, to help them get through their challenges.

I am very grateful for the leaders who have believed in me over the last twenty years. I'm thankful to my family who taught me to believe in myself and be confident in my abilities. I'm not sure where the next few years will lead, but I know I'm determined to go the distance, wherever the trail leads me. I know the next part of the map is one I've not yet seen, and I'm looking forward to a new view. 

SEP Training Day Continued from Page 13

to his website at www.scottwarrick.com; password: lincoln.



CMSgt Robert Huttes and CMSgt Dallas Bartlett led the afternoon session with Four Lens Training.

Four Lens Training is about understanding preferences. According to the training material:

"...Every person you meet or interact with is a unique individual. Each has their own preferences, expressed

in different styles, mannerisms and ways of approaching life's challenges. What they like, where and how they were raised and their distinctive life experiences make them different from any other person who has ever lived on this earth. This diversity is what makes life so interesting, and is also the cause of much heartache and misunderstanding.

"It is no secret that the degree of happiness and/or success we achieve in our lives depends heavily upon our ability to positively interact with others. In fact, almost everything we want in life must come to us through the hands of another. Therefore, unless we plan on living in total isolation from the rest of the world, the more we know about ourselves and others, the more skilled we will become in accomplishing what matters most in life.

"This training is designed to help you learn to look with understanding into the heart of another. Used properly, the principles you discover in this workshop

will empower you to improve aspects of every personal relationship in your life."

This training categorizes people into four personality types based on the colors blue (nurturing), orange (thrives on excitement and physical challenges), green (independent thinker) and gold (organized). My two highest were blue (40) and gold (36).

This training is used by businesses to help employees understand each other and to help their organizations grow and strengthen. The G6 is planning on using it in October at their next all personnel meeting. If you would like to use this training in your organization, you may contact CMSgt Robert Huttes at robert.huttes@ang.af.mil.

The day ended with the group talking about how the day went, about

Every person you meet or interact with is a unique individual.

what we learned, what went well and what we would like to see different in

next year's training.

BG Roma Amundson, the

SEP Group Chair, thanked us all for coming and encouraged us to use what we learned during the day to improve ourselves and the organization. 

Diversity Dates Continued from Page 9

November 9	Independence Day (Cambodia)
November 10	Ataturk Remembrance Day (Turkey)
November 11	Independence Day (Poland)
November 11	Remembrance Day (Canada)
November 11	Veterans' Day (U.S.)
November 11-12	Birth of Baha'u'llah (Baha'i)
November 14	Children's Day (India)
November 15	Haile Selassie's Coronation Day (Rastafarian)
November 15	Proclamation of the Republic Day (Brazil)
November 15	Shichi-Go-San (Japan)
November 17	National Revival Day (Azerbaijan)
November 18	Fete de l'Independence (Morocco)
November 19	Discovery Day (Haiti, Puerto Rico)
November 20	Revolution Day (Mexico)
November 21	National Adoption Day (U.S.)
November 22	Independence Day (Lebanon)
November 23	Kinro Kansha-no-Hi (Japan)
November 25-26	Day of the Covenant (Baha'i)
November 26	Thanksgiving Day (U.S.)
November 27-28	Eid al-Adha (Islamic)
November 28	Independence Day (Albania, Panama)
November 29	Advent (Christian)
November 30	Bonifacio Day (Philippines)
November 30	St. Andrews Day (Scotland)





BTG
DIVER-CIPE
CORNER

Submitted by
Kari Foote

I recently returned from a family reunion in South Dakota where my extended family gathered for a long weekend of reminiscing, fun and food. We are thoroughly Norskies, with my great-grandparents, Lars and Kari, immigrating from Haugsdahl, Norway to South Dakota in the late 1800s. In that vein, I decided to share my favorite Norwegian recipe with you this month.

LEFSE (LEF-SUH)
NORWEGIAN POTATO PANCAKES



One of my favorite foods passed down from my family is a traditional potato pancake called lefse. We have traditionally eaten lefse around the holidays, although I am fairly sure it's not a food reserved for special occasions in Norway. We usually only make it for the holidays because the process can take an entire day, although I suppose if you aren't playing cards and watching football at the same time, it probably goes much quicker! I have heard of people using instant potato flakes to make lefse (which speeds the process) but

if you knew my grandmother, you would know that was always forbidden in her kitchen.

I hope you will attempt to make lefse and join in the Norskie tradition. Enjoy!

Ingredients

2 pounds Potatoes	1 tsp Sugar
1/4 Cup Butter	1/8 tsp Black pepper
1/4 Cup Milk or cream	2 1/2 Cups Sifted all-purpose flour
1 1/2 tsp Salt	

1. Wash, peel and boil the potatoes until well cooked. Drain the cooked potatoes very well. Mash thoroughly.
2. Mix the butter and milk then add the salt, sugar and pepper into the mashed potatoes and whip until fluffy.
3. Chill the potatoes in the refrigerator.
4. Once the potatoes are cold, add about half of the flour and mix until smooth. Continue adding flour until the mixture becomes a smooth dough.
5. Set a heavy skillet or griddle over low to medium heat to warm. Do not grease the skillet or griddle. (I have tried using a non-stick griddle in the past, and it didn't work as well. Cast iron works the best for me, but I have heard of people using electric griddles to good effect. Even heat distribution is the main concern.)
6. Take a small amount of dough, roughly the size of a golf ball, and roll out on a floured surface until it's about 1/8 of an inch thick. You may need to flour the rolling surface many times to keep the lefse from sticking.
7. Test the griddle by dropping a few drops of cold water on the surface. It should not be too hot. If the drops "dance" around in little beads before evaporating, the temperature is about right. Do not grease the griddle.
8. Place a lefse round on the griddle or skillet and cook until lightly browned. Turn and lightly brown on the other side. Then, turning frequently, continue cooking until the lefse is browned and looks dry.
9. Lefse is traditionally served sprinkled with powdered sugar and rolled up. I have always enjoyed it with a little butter, and cinnamon and sugar sprinkled on it, but I have heard of people eating it with jam, peanut butter, or plain.

UPCOMING EVENTS

Italian American Heritage Month - October

Take time and enjoy your favorite Italian restaurants during the month of October!

Native American Heritage Month Celebration

November 5, 2009 11:30am-1:00pm
Storyteller Matthew "Sitting Bear" Jones
Spirit of '76 Armory Lincoln, NE

These are the stories, tales and legends of Set-Angia, Sitting Bear's Native American people. Sometimes funny, sometimes sad, these stories reveal the Kiowa vision of the world—from the time of Creation to the coming of the white man. Attired in native dress, Sitting Bear brings to the audience through his storytelling the thinking and customs of his Kiowa people, legends such as why the Crow is black and how the Coyote got his yell.

E.N. Thompson Forum on World Issues

All events require a FREE ticket to guarantee a reserved seat. Contact the Lied Center at 402-472-4747 or 800-432-3231.

Events begin at 7:00pm.

Shouting Across the Chasm: Chinese and American Netizens Clash in Cyberspace by Kaiser Kuo

October 6
The year 2008 offered unprecedented opportunities for Chinese and Anglophone Internet users to communicate. They were standing nose to virtual nose, they were not, by any means, seeing eye-to-eye. Using the internet as a starting point, Kuo delves into a number of issues at the heart of disagreements on the people-to-people level.

China: Fragile Superpower by Dr. Susan Shirk

November 12
Dr. Shirk's 2007 book, *China: Fragile Superpower*, explored the troubling paradox faced by China's leaders: the more developed and prosperous the country becomes, the more insecure and threatened they feel. Shirk, a former Deputy Assistant Secretary of State responsible for China, knows many of today's Chinese rulers and has studied them for three decades.