

BRIDGING

THE GAP



ISSUE 25 ❖ DECEMBER 2010 - JANUARY 2011



**PATRIOT DAY AT
NATHAN HALE MAGNET
MIDDLE SCHOOL**

THE COLOR OF DIVERSITY

**BY STATE COMMAND SERGEANT
MAJOR ELI VALENZUELA**



**NAVAJO CODE TALKERS
OF WWII**



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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.

SEP NOTES BY MARY SCHMIDT, CREATIVE DIRECTOR

Here we are, once again at the end of another year. As usual at this time of year, I hear many people asking the same question: "Where did the year go?" My new answer is, "Hopefully in pursuit of your dreams, in time spent with family and friends, time laughing and crying, and time spent with many different people, learning and growing in little and big areas of your life."

So, instead of looking back and being upset about where the time went, let's look back and know that we are doing the best we can; grateful that we have family and friends with whom we can share time with.

I know that every year there are hills and valleys. Believe me, I have seen many people this year going through more valleys than hills. It's their attitude about the situation that is determining their altitude, as in how they rise out of the valley. How they come out at the other end of the valley is also determined by the number of friends and family in their lives who support them through the challenging times.

What we can focus on, during both the hills and the valleys, are the many things in our lives that we can be thankful for. Among a few would be the diversity we have in our friends and extended families (no matter how "interesting" they may be), waking up every morning knowing that each day provides a new canvas on which to paint our everyday lives, the ability to laugh, cry, sing (in our own special ways), and the list goes on and on.

What I personally recommend doing during the next few months is to take time to write down what you are grateful for either daily, weekly or any time you're feeling down. I've done this myself, and what I found during this time of focusing on the blessings in my life is that my attitude has been lifted up from negative to positive. You can share your experiences using this technique with your family and friends, and challenge them to do the same. The results will be amazing.

My wish for you is that the joys of life and the many holidays being celebrated this time of year be yours today and always. 

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 January 5, 2011 for Issue 26: February / March 2011.

All article submissions, due December 9, 2010 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.



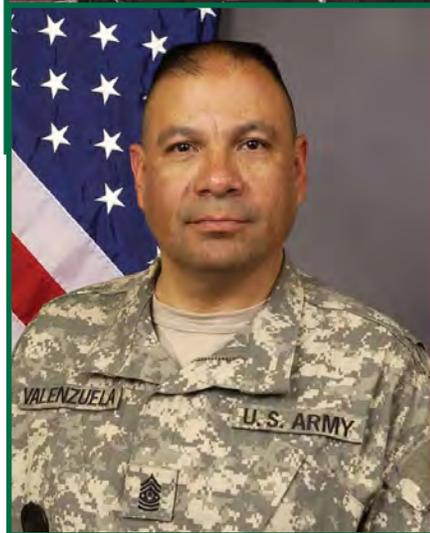
THE COLOR OF DIVERSITY

By CSM Eli Valenzuela – Nebraska Army National Guard State Command Sergeant Major

If you ask one hundred people what diversity means to them, you would probably get one hundred different answers, which is absolutely normal and to be expected. That's the thing about "diversity," it means different things to different people based upon culture, environment and personal experiences. Now, if you ask a person of color what "diversity" means to them, I would suspect that you would get a fair number that would respond with race (i.e., skin color or cultural heritage).

So the question is, "What is the color of diversity?"

The topic of ethnic equality and diversity has been around for as long as I can remember. The struggle to mirror population demographics with workplace demographics continues even today. In the 1960s, Affirmative Action initiatives were passed in order to remedy inequality in the workplace as well as in society in general. Personally I am not an advocate of Affirmative Action policies that mandate a percentage of positions strictly for minority applicants. In an attempt to correct a practice of treating ethnic minorities "different," the federal government passed laws that



It took me awhile to orient myself to my new surroundings. It did help that we were all treated the same at basic training – like basic trainees! As Drill Sergeant Cordoza would say, "You're all lower than whale crap, and where do we find whale crap? At the bottom of the ocean. That's how low you are!" Of course, he didn't use the word "crap" when talking to us. We were all equal in my Drill Sergeant's eyes, all equally lower than whale crap! I would guess that's the same basic training story for many of us in the military.

again treat ethnic minorities "different." Different treatment, whether good or bad, is just that, different treatment! As I said, I'm not an advocate of goal-based Affirmative Action initiatives rather; I'm an avid supporter of equal opportunity. Allow everybody an equal

opportunity to succeed or to fail.

The armed services continues to be a shining example of success in the workplace in the areas of equal opportunity and ethnic diversity. I remember my first day at basic training (don't ask me how long ago that was) and the realization that the world was considerably different from what I was accustomed to. I lived in my isolated world in Scottsbluff, Nebraska and believed the world looked or should look just like mine. Wow, what an awakening!

The military succeeds because it accepts with open arms all who come regardless of what you look like or your individual background. The Army's message reflects the same message that this country was founded upon, which is an opportunity to succeed. It states on the Statue of Liberty at Ellis Island, "Give me your tired, your poor, your huddled masses yearning to breathe free." It continues to be an invitation for a better way of life, and the military is a vehicle to that success.

At basic training we all started at the same place and moved up at our own pace. We all had an equal opportunity to succeed or fail, and race had nothing to do with it. Once the opportunity was made available, our personal goals and drives, career choices and the will to succeed propelled us forward. YOU have the first and best opportunity to "Be all that you can be," be an "Army of One" or become "Army Strong." All can prove

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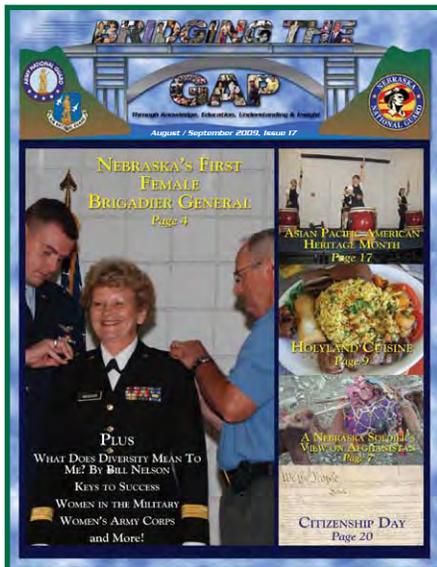


REFLECTIONS ON THE FOUR YEAR ANNIVERSARY OF BRIDGING THE GAP

By LaVonne Rosenthal

It has been four years since the first edition of *Bridging the Gap* was published. At the time, we eagerly sent the newsletter out via e-mail then anxiously waited for readers' feedback on this new "product." For many of us involved in that first edition, it was our first attempt at writing for an audience.

The idea came from a discussion about creating a publicity brochure to let people know what the SEP Group was all about. That thought morphed into a full-fledged newsletter. As the first few months passed, another transformation occurred: as the number of article contributions increased so did the number of pages. Our idea for a diversity newsletter quickly grew into a 20+ page publication focusing on the numerous aspects of diversity. In some ways the word "newsletter" doesn't describe it anymore, as it is so much more, and so much larger than a typical newsletter.



What are a few of the major events recorded over the past four years?

- First Nebraska Army National Guard female Brigadier General appointed, BG Roma Amundson.
- First Hispanic Command Sergeant Major in the Nebraska Army National Guard, CSM Eli Valenzuela.
- First Nebraska Air National Guard female State Command Chief Master Sergeant, CMSgt Barb Gossage.
- Changes in The Adjutant General leadership: MG Lempke, BG Kadavy and BG Lyons.

• Online access of past and current newsletters, allowing access to traditional Soldiers, Airmen, military civilians and the public in general.

• Nine pages in length for the first edition to over 20 pages in recent publications.

• Special guest authors such as Lt. Gov. Rick Sheehy and Mr. Allen Beermann.

Through *Bridging the Gap* we've learned about Tartan Day and Groundhog Day, and many other unique and common holidays. We celebrated numerous ethnic events and recognized contributions to diversity by individuals around the globe and in our own state of



Nebraska. Through book reviews and website reviews we gained glimpses of Afghanistan, China and India, to name just a few of the countries written about. We have had fascinating human interest stories, including growing up American-Asian in Nebraska, a personal adoption story, an inspiring story of one man's journey before and after the Special Olympics, a Soldier's views on his deployment in Afghanistan and many more.

What will the next four years bring? Let me pull out my crystal ball! Along with an upcoming series on naturalized citizens, I see continued success; awesome authors writing eloquent articles; a sustained level of professionalism in content of newsletter articles and ethnic celebrations; and a supportive organization with the encouragement of our leaders. This will all be possible because of the sturdy foundation built over the past four years.

Thank you very much to everyone involved in the compilation of this stellar publication.

RESTAURANT REVIEW:

KINJA SUSHI AND JAPANESE CUISINE

Review By Susan Stevens

4141 Pioneer Woods Drive, Lincoln, Nebraska; 402-488-7800

Lunch, 11:30 a.m. to 2:00 p.m., Monday through Saturday. Dinner, 4:00 to 9:30 p.m., Monday through Thursday, and 4:00 to 10:30 p.m. Friday and Saturday. Closed Sunday.

My husband and I have been wanting to try this new restaurant in Lincoln, and volunteering to write this review gave us the best excuse to go, although we weren't sure what to expect as we walked in.

When entering Kinja Sushi and Japanese Cuisine there is a very small lobby area with a hostess station and seating for three. The restaurant is blocked by a half wall with lighted bamboo plants that reach the ceiling. Because I couldn't see the restaurant it left me with a mystical first impression. The restaurant was definitely taking part in the Husker football season celebration with their offering of the Husker Football dinner special: a seasoned rice ball with thinly sliced beef, deep-fried with teriyaki sauce. Our hostess said it was pretty big, as you might expect anything with the Husker name to be.

The hostess took our name and the number of people in our party. She disappeared for a short time only to escort our group around the bamboo wall into an open, traditionally decorated Japanese restaurant. Every wall is painted in deep red with white lighting. The Sushi Bar is in the back of the restaurant complete with three chefs working to prepare the meals. The wall hangings are all three dimensional. The biggest wall hanging is an absolutely beautiful, traditional golden Geisha gown hanging



behind glass. Arriving at our table, we found each place setting was meticulously set with red square dishes, folded cloth napkins, chop sticks and water.

Kinja offers a small selection of beers and wine. We decided to order a Japanese beer called Sapporo. The Sapporo was served cold and was rich



in flavor. It reminded me of the local brews we have in town.

The menu offered so many choices it took us awhile to read through and decide what we wanted to order. It consists of many different appetizers, entrees, donburi (rice bowls), vegetables, cooked and raw fish, volcano and tempura (deep fried) rolls. They also offer a large variety of Sushi combinations and Kinja noodles. We decided to order the Yaki Dori (two skewers of grilled chicken, shrimp and vegetables with teriyaki sauce) as an



appetizer. Although somewhat difficult to slide the items off the skewer, it was worth the effort. For our main entrée, my husband chose the Pork Katsu, a breaded pork cutlet and vegetables with Kinja special Katsu sauce. It was served with bamboo shoots and a side of white rice. The sauce was sweet and mustard-like. I chose the Bibimbab, which is a bowl of warm, white rice topped with vegetables, beef and egg, with a chili pepper paste. The bowl was made of stone and it kept my food hot throughout the course. Each meal was served with a traditional Miso Soup, a boiled soybean paste soup with tofu and seaweed and a small salad topped with a house dressing that tasted like sweet Thousand Island. Our meal ended with a traditional Mochi rice cake with a red bean ice cream served in wedges and topped with whipped cream. It was so good!

The entire meal was carefully put together and beautifully presented. The food is served as it is ready, therefore it comes out at different times. Kinja serves traditional Japanese cuisine and does not offer alternative

food menu items. Unless your children are adventurous I probably would not recommend this restaurant for a family dining experience. The atmosphere and food are excellent and the wait staff very helpful and knowledgeable. Our experience was enjoyable and we will return to try different items. Maybe next time we'll get brave and order Saki along with different types of Sushi. 

2010 PATRIOT DAY AT NATHAN HALE MAGNET MIDDLE SCHOOL

OMAHA, NEBRASKA

By MAJ Steven Collins

In the United States, Patriot Day occurs on September 11 of each year, designated in memory of the 2,977 killed in the September 11, 2001 attacks. Most Americans refer to the day as “Nine-Eleven (9/11),” “September Eleventh,” or some variation thereof. Initially, the day was called the Prayer and Remembrance for the Victims of the Terrorist Attacks on September 11, 2001.

On September 12, I was asked to give a presentation and speech about Patriotism to the students at Nathan Hale Magnet Middle School, the home of the Patriots.

The school is a magnet school which means they focus on leadership and social justice. Students are given more opportunities than other middle school students to explore and expand their leadership, communication and technology skills. They apply these skills through real-world issues that impact their families, community and the world.

From the moment I accepted the invitation to speak about patriotism in conjunction with the school’s observance of Patriot Day, I knew that I was in for something very special. I also knew I had a lot of work to do to prepare for the event.

The morning started off with an introduction by the Principal, Mrs. Colvin. Soon after the opening remarks, the Northwest High School Junior Reserve Officer Training Corps (JROTC)



presented the colors.

From the onset, it was clear that the assembly was focused on Patriotism and what it means to be a Patriot. Many of the presentations were given by members of the student body. The traditional Pledge of Allegiance was recited with 100% participation by very focused students. At that moment I recalled some of the numerous conversations I have had and heard on how our schools just aren’t teaching “American Values” and Patriotism. I would like to be the first to tell you that

this school has it right and that they are helping to raise the next generation of citizens who love and believe in our great Republic.

Following this, the members of the faculty who served in our Armed Forces were recognized by name, service

component and tenure. The school band followed with an excellent Patriotic Salute Medley.

What followed the band was something that really moved me as a Citizen Soldier (and still affects me as I write this). Several students presented their personal essays entitled,

“I am a Patriot because...” As each student stepped to the podium to tell the collected mass how and why they are Patriots, I noticed the ethnic diversity of the children including White, Black, Asian, Native American, Latino, Middle Eastern, boy and girl alike. I looked out into the crowd and saw the same thing:

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Northwest High School JROTC Presenting Colors

2010 Patriot Day Continued from Page 6

all these different races and genders sitting together united by their common set of core principles outlined in this article.

This is America. This is my America and the future of my America. I had the privilege and honor to see it firsthand in the many faces of our future.

The essays concluded and I was introduced by a charming young man named Adrian Powell, who read my biography and a little about my background. I have to say, although I was considered the guest of honor, I found it a daunting task to follow-up what took place just moments before. The thoughts going around in my head leading up to this day were, "Will the kids pay attention? Will they even understand the concept of Patriotism? Would they relate to my beliefs of public service, selflessness, and to the concepts of progress of the collective good?" I had no need to worry.

I began by reading an excerpt from President John F. Kennedy's speech asking what you can do for your country and challenged all present to do just that. I went through the definition of Patriotism and what Patriotism means and has meant in the past, even in the ancient world. As I progressed into the subject of sacrifice, I realized that there was no sound or noise but only the echo of my voice throughout the auditorium. I discussed the sacrifices of people like Rosa Parks, nurses and teachers who give so much of themselves for the betterment of our citizenry, and completed that portion of the speech with what took place on 9/11. I asked them the question, "What possessed New York City firefighters and police to run to the towers as they



were falling down while everyone else was running away?" These children got it, and the reason they got it was because their teachers, parents and family structures ensured they would get it. We have a lot to be grateful for by simply being American

Recently my wife became a citizen of our Nation. By studying for the citizenship test and paying the fees, she made it clear that she wants to be a full participant in the system of our great country. She was born in Thailand, a country which quickly became ravaged by war. Her father and mother fled to America in hopes of living in peace, and to provide a better life for their family. Too often we, blessed by our creator by simply being born here, don't fully realize the blessings

Some unique features of Nathan Hale Magnet Middle School include:

- Expanded Learning Time (Nathan Hale is the only school in the Midwest with ELT)
 - o 13% more student contact
 - o Eight electives throughout the school year
- An in-depth study of leadership in both 7th and 8th grades that utilizes community and business partnerships and builds strong communication skills.
- Social Justice coursework that encourages students to look at:
 - o People-to-people
 - o Leadership and entrepreneurial skills
 - o Inclusivity
 - o Judicial branch of government
 - o Civility
 - o Environmental
 - o Diversity
 - o Consensus building
 - o Global Awareness



we are afforded by our birthright. I guess in some ways, that is the beauty of America.

From time to time, the Republic is challenged internally or externally, and we all rise to the occasion. We rise to greatness. As I reflect on the tragedies and needless loss of life which took place on Patriot Day almost a decade ago, I pay homage to those few who have been asked by so many to give so much for our Great Republic. I also smile, knowing that with children like these being raised to be the future stewards of our nation, I know we are in great hands. 



2010 PATRIOT DAY SPEECH

GIVEN AT NATHAN HALE MAGNET MIDDLE SCHOOL

By MAJ Steven Collins

Patriot: A person who vigorously supports his country and its way of life. Having or showing great love for one's country.

In some ancient cultures, patriotism was based on language, religion, ethics, laws and devotion to the common good, rather than being based on where you were from.

A patriot is someone who loves, supports, and is prepared to serve their country; not only in a military capacity, but in any way they can to make things better. Some people serve as volunteers, and some as elected officials like our current President and Commander in Chief of the United States Armed Forces.

Unfortunately, from time to time, we are forced to fight to make things better, to protect our way of life, or we have to endure hardships to make a change in our country.

People like Rosa Parks fought for many of the rights African Americans and other minorities have today. In 2001, when our nation was attacked and the twin towers in New York City were falling down, the majority of people were afraid and running away from the site as fast as they could. On the other hand, firefighters and other emergency personnel ran to the site as fast as they could. Those Patriots risked everything to help save lives.

Patriotism

We as Americans have a lot to be grateful for and proud of. When you travel the world as I have, you grow to appreciate America more and more each time you

leave this country. The U.S. creates the majority of the world's medicines and has helped wipe out diseases that have decimated entire populations.

In this country we are free to decide who and what we want to be. Our education is publicly funded. We can travel freely to vacation wherever we wish.

In some countries girls aren't allowed to go to school or get a formal education.

In some countries, boys are expected to go and get a job at a young age and provide for their families.

America is one of very few countries that produces more food than it consumes. We essentially help feed the world.

In some countries, children go to bed hungry every night and don't have clean water to drink.

More people want to come to America than any other country in the world. My wife has recently become a citizen of our great country. She was born in Thailand and her family moved to the United States when she was a baby. She grew up in Iowa and has never seen the country in which she was born. Her father believed that in America all of the dreams he had for his family could come true.

All of our freedoms in America became a reality because people who wanted to make things better did so. These Patriots

Ask not what your country can do for you. Ask what you can do for your country.
~John F. Kennedy

These are the words of one of the greatest speeches given by an American President since Abraham Lincoln's Gettysburg Address.

Today we celebrate Patriot Day. As your school mascot is the Patriot, I ask each and every one of you to take a moment and think, as a Patriot, what President Kennedy was asking.

What is Patriotism?

Patriotism is defined as love and devotion to a country or homeland for no other reason than being a resident there.

It originates from the Greek word patriōtēs which means fellow countryman.

Patriot Day Speech Continued from Page 8

American Inventions



and their love for our county and our people have given us the life we have today.

All of the items pictured above are American inventions. These inventions revolutionized the way we live our lives as well as making our lives more enjoyable and easy.

Many in our younger generation have a hard time imagining having to write everything down by hand, or imagining what life would be like without Facebook or email. What would life be like without your cell phone, which was preceded by the invention of the telephone?

My challenge for you is to decide...

- What type of Patriot are you going to be?
- How are you going to make a difference? Will you be a fireman, President of the United States, teacher, doctor, Soldier, husband, wife, mother, father, etc.?
- To do well in school, grow up and make a difference in our great Nation!

*The Color of Diversity by CSM Eli Valenzuela
Continued from Page 3*

themselves in this organization, where success is derived by diversity.

Speaking from my perspective, the Nebraska Army National Guard has a challenge when it comes to ethnic diversity. Our organization does not necessarily reflect the state demographic of minority groups. We demonstrate better ethnic diversity at the lower ranks but fall woefully short when it comes to senior levels. Is that because we are doing something wrong? I would argue that there are a host of reasons for this dilemma. First and foremost, recruiting ethnic minorities should be our top priority if we truly want ethnic diversity. Plans to accomplish this goal need to be formulated and executed. Hoping for more ethnic minority enlistments is not a course of action. Having diversity in any organization involves a deliberate and planned course of action.

Secondly, ALL Soldiers must seek

out those opportunities to excel, be recognized and succeed. All too often I hear Soldiers remark that they are being overlooked or passed over for positions of higher responsibility. My response is, "Show me where you're at, what you've done and where you've been." In this day and age of competitiveness the onus falls on the Soldier to self-promote. That is to have a well-rounded resume of operational and leadership experience. I realize that that may mean moving out of your comfort zone, but that is exactly what you need to do to remain competitive with your peers.

Thirdly, for many, military service is not a long-term career goal. Their civilian occupation and family commitments have a higher priority... and rightly so. The importance of recognizing the role families and employers have on our warriors is vital to our success. It has been said that, "Soldiers write the checks, but our families pay the bills." Soldiers will and should choose the course of action that's best for their families.

Finally, role models of demonstrated ethnic minority success at the senior levels are few and far between. I may be able to boast that I am the first Hispanic Nebraska Army National Guard Soldier to attain the rank of Command Sergeant Major, but I definitely don't want to be the last! Senior minority leaders have a responsibility to mentor all Soldiers with an additional emphasis on minority and protected class warriors. We cannot rest on our laurels and be satisfied with our own personal success. We must lead and guide our next greatest generation to replace us.

We have more to do in the Nebraska Army National Guard concerning ethnic diversity in our ranks but we are not starting from scratch. Much has been initiated and programs continue with local communities to increase our ethnic makeup.

Diversity is alive and well in our armed forces and the color of diversity in the Army is - GREEN! 

TRIVIA: GERMANY

“How lovely to think that no one need wait a moment, we can start now, start slowly changing the world! How lovely that everyone, great and small, can make their contribution toward introducing justice straightaway... And you can always, always give something, even if it is only kindness!”

— Anne Frank

- What German invention helped Jesse Owens win a gold medal at the 1936 Berlin Olympics?
 - Running shoes
 - Starting block
 - Rubber running track
 - Gatorade
- Which German city has the largest zoo in the world, both in terms of number of species and animal population?
 - Munich
 - Berlin
 - Bremen
 - Hamburg
- What is the world's oldest brewery and where is it located?
 - Rechenberg Brewery, Saxony
 - Beck's Brewery, Bremen
 - Weihenstephan Brewery, Freising, Bavaria
 - Erdinger Brewery, Munich, Bavaria
- In 2005, Angela Merkel was the first female elected into which position in Germany?
 - Chancellor
 - President
 - Minister of Defense
 - Ambassador to the U.S.
- What are the ingredients of Leberkäse?
 - Liver and cheese
 - Eggs, milk and flour
 - Potatoes and cheese
 - Corned beef, bacon and onions
- Which company is Germany's largest manufacturer of chemical and health care products?
 - Roche
 - Bayer
 - Novartis
 - Merck
- Which iconic symbol of Berlin was first built in 1791, and closed to traffic from 1961 until 1989?
 - Neuschwanstein
 - Bundesbahn
 - Church of Our Lady
 - Brandenberg Gate
- Operation Barbarossa was the code name for the German invasion of what country in WWII?
 - France
 - Libya
 - Russia
 - United Kingdom
- How many countries border modern day Germany?
 - 10
 - 9
 - 11
 - 8
- Heidelberg Castle offers more for the tourist than just beautiful architecture. What other two tourist attractions are housed inside?
 - An enormous wine barrel and pharmacy museum
 - A collection of 13th century books and a printing museum
 - A medieval torture museum and Germany's deepest well
 - A three-story gift shop and a museum housing royal jewels
- This famous German festival is now celebrated all over the world, but where is the official Oktoberfest festival held?
 - Wiesbaden
 - Stuttgart
 - Munich
 - Düsseldorf
- Christmas in Germany is celebrated on December 6. On the evening of the 5th, children set this item outside their doors with hopes they will find a present in it in the morning.
 - Bucket
 - Sock
 - Shoe or boot
 - Basket

SEP MEMBER HIGHLIGHT

MAJ DREY L. IHM

NEBRASKA ARMY NATIONAL GUARD DEPUTY G1

Diversity has been a part of my life for many years, long before it became as widespread a term as it is today. I grew up with my father who had a love for learning about other cultures by way of living their lifestyle, cooking their foods, reading their books, etc. It all started with us living the life of an outdoorsman, American Frontiersman and Indian. We wore buckskin clothing that we made ourselves, camped in a tipi, shot muzzle loading guns my father built and hunted the food we prepared for meals. I remember kids at school used to ask if I was an American Indian (this term was not used at that time). It was a simple and fabulous life. I look back on those days as the most enjoyable of times.



Then we started to befriend many Asians, specifically those from Vietnam and China. We would have gatherings at my father's house where people would discuss a variety of topics while cooking authentic Asian meals. I learned a bit about their culture and their thoughts on the current events going on in the world. It was interesting because sometimes they would have a different perspective on a situation, one that I never would have dreamed of. Most times though, our thoughts and opinions weren't that different.

Then, we became interested in the Latino culture. An Hispanic woman and her

son lived in our house for several years. We would cook many Hispanic dishes. They shared their love of family and social connectivity. I learned much from this, as I come from a very small and somewhat eccentric family lifestyle.

I joined the Nebraska National Guard in 1985 when I was sixteen years old, and it was there I was introduced to many new and diverse people and ideas. You could say the military has had just as much of a hand in raising me as my father did. I've always been fascinated by the fact that the military has been a leader in bringing different people from different worlds

together to work toward a common goal. I'm not saying it hasn't been without its challenges, but we were leading the way in diversity before it became as widely recognized as it is today.

I graduated from the University of Nebraska – Lincoln and have held various jobs within the active duty Army and National Guard. Each position has given me opportunities to become a better Soldier, leader and co-worker. I just recently graduated from the resident Command and General Staff College at Fort Leavenworth, Kansas, where I was exposed to many international and multi-service students.



The most important memory I have in the military is meeting my husband whom I've been with for nineteen years. We both talk about our families and how we both come from German descent. It

is our desire to some day visit Germany and trace the roots of our families. We both fully support each other's military careers and have made great sacrifices in doing so. I currently work as a full-time National Guard Technician within the G1 Personnel and Administration Directorate. I am learning a great deal and look forward to the challenges that lie ahead. 

CODE OF ARMS

NAVAJO CODE TALKERS OF WWII

HOPE TO KEEP LEGACY ALIVE

By Ken Ryan

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Frank Chee Willetto was 16-1/2 years old when he was drafted by the Marines in 1942. Chee Willetto, a Navajo Indian living on a reservation in Arizona, said he lied about his age because he wanted to serve his country in World War II.

"I was in line for a physical, and the sergeant was walking down the line, eyeballing everyone. When he got to me, he said, 'Are you Navajo?' I told him, 'Yes.' He asked me four or five questions and then said, 'Son, you just passed your physical.'"

Chee Willetto would later become a Navajo Code Talker, a specially trained group of Navajo whose ability to transmit vital communications to Marines on the battlefields of WWII helped the U.S. prevail at Iwo Jima and other Pacific battles.

About 50 of the 400 original Code Talkers are believed to be still alive. Most live in the Navajo Nation reservations across Arizona, New Mexico and Utah. At least five of the Code Talkers died in 2009, prompting the Navajo Code Talkers Foundation to push ahead with plans to build a museum to preserve their legacy.



Chevron Mining has donated 240 acres of land in Window Rock, Arizona, near the Navajo capital. A fund-raising campaign has begun in earnest, with the goal of raising \$40 million to \$50 million to build the museum, which is slated to open in 2012.

"We'd like to think of it as America's

treasure and the Navajo's legacy," says Peter MacDonald, former chairman of the Navajo Nation, who was one of thirteen Navajo Code Talkers to visit New York in November for the Veteran's Day parade. They were the honored guests of Mayor Michael Bloomberg.

The Navajo used the occasion to promote the museum, which they believe will teach future generations about their heroic deeds. "Our children need to know this. We want to preserve this unique history in the annals of wars America has fought" MacDonald says. "We have faith in our ability to complete tough assignments. We ask all of America to help keep our legacy alive. I believe it can be done because we believe in the compassion of America." He paused, before adding, "This is our last mission."

How the Code Worked

Before the Navajo were recruited, Japanese forces had been successful in intercepting and sabotaging U.S. military communications because they had expert English translators.

The Navajo code was a game changer, however. It contained native terms that were associated with specialized or commonly used military language, as well as native terms that represented the letters in the alphabet.

The correlations between words and their terms were relatively simple. For example, the Navajo word for turtle meant "tank" and a dive-bomber was a "chicken hawk." English words



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Navajo Code Talkers Continued from Page 12

“Our children need to know this. We want to preserve this unique history in the annals of wars America has fought.”

-Peter MacDonald

that didn't have an associated term could be spelled out using Navajo words that represented letters of the alphabet. The selection of a given term was based on the first letter of the English meaning of the Navajo word. For instance, “Wo-La-Chee” means “ant,” and would represent the letter “A.” Other “A” words such as “be-lasana” (apple) or “tsenill” (ax) would also be substituted in order to eliminate excessive repetition, which might allow the code to be cracked.

The Navajo Code Talkers were sworn to secrecy about their code, which was so intricate that even other Navajo Marines couldn't decipher it. Some non-Code Talking Navajo were captured during the war and interrogated to reveal the code. However, because they did not go through the specialized training, they had no idea what was being communicated, according to Chee Willetto. “The average Navajo couldn't break the code – they wouldn't be able to understand the message,” he said. “They might think we were talking about birds or trees.”

The story goes that in the first 48 hours of the battle of Iwo Jima, six Code Talkers transmitted and received more than 800 messages about troop movement and enemy fire — none deciphered by the Japanese. The Code Talkers befuddled the enemy by using distinctly different words for exactly the same message.

“The code did a lot of damage to the enemy,” says Samuel Tom Holiday, 85. Holiday was a 20-year-old Code Talker when he and two other Marines

went behind enemy lines on Iwo Jima to locate a Japanese artillery unit advancing on American forces.

Once the unit was located, Holiday transmitted a coded message to Marine artillery, which fired a big shell at the Japanese. After the Marine rifleman proclaimed it “right on target,” Holiday messaged “right on target” to a Navajo Code Talker in Marine artillery.

Though the Code Talkers transmitted information on tactics and troop movements, orders and other vital battlefield communications, they did not know at the time how those messages figured in the greater battle strategy, Chee Willetto says.

MacDonald, who was based in the South Pacific from 1944 to 1946, says that prior to his deployment he had rarely been outside an Indian reservation. “Suddenly I am in Guam, and it was like going to another planet,” he says. “Up until then, my whole life was Navajo. I thought Navajo were the only people on the

It is the only unbroken code in modern military history. It baffled the Japanese forces of WWII. It was even indecipherable to a Navajo soldier taken prisoner and tortured on Bataan. In fact, during test evaluations, Marine cryptologists said they couldn't even transcribe the language, much less decode it.

-http://navajocodetalkers.org/the_code/



Peter MacDonald

Earth. I had never seen oceans before, or skyscrapers.”

Preserving the Tradition

For more than 20 years after helping the Marines win World War II, the code remained classified. The Navajo Code Talkers were not formally honored by the U.S. government until 2001, nearly 60 years after the code's creation, when they were awarded the Congressional Gold Medal. “Most of us had forgotten about the code,” Chee Willetto says. “It took some time for us to regroup and work on the idea to try and preserve this legacy.”

It wasn't until the late 1970s and early 1980s that the group started to come together and begin this cause. The remaining code talkers worry that their

story will die with them if something isn't done soon. “We want to leave something behind,” Chee Willetto says, “because there aren't many of us left.”

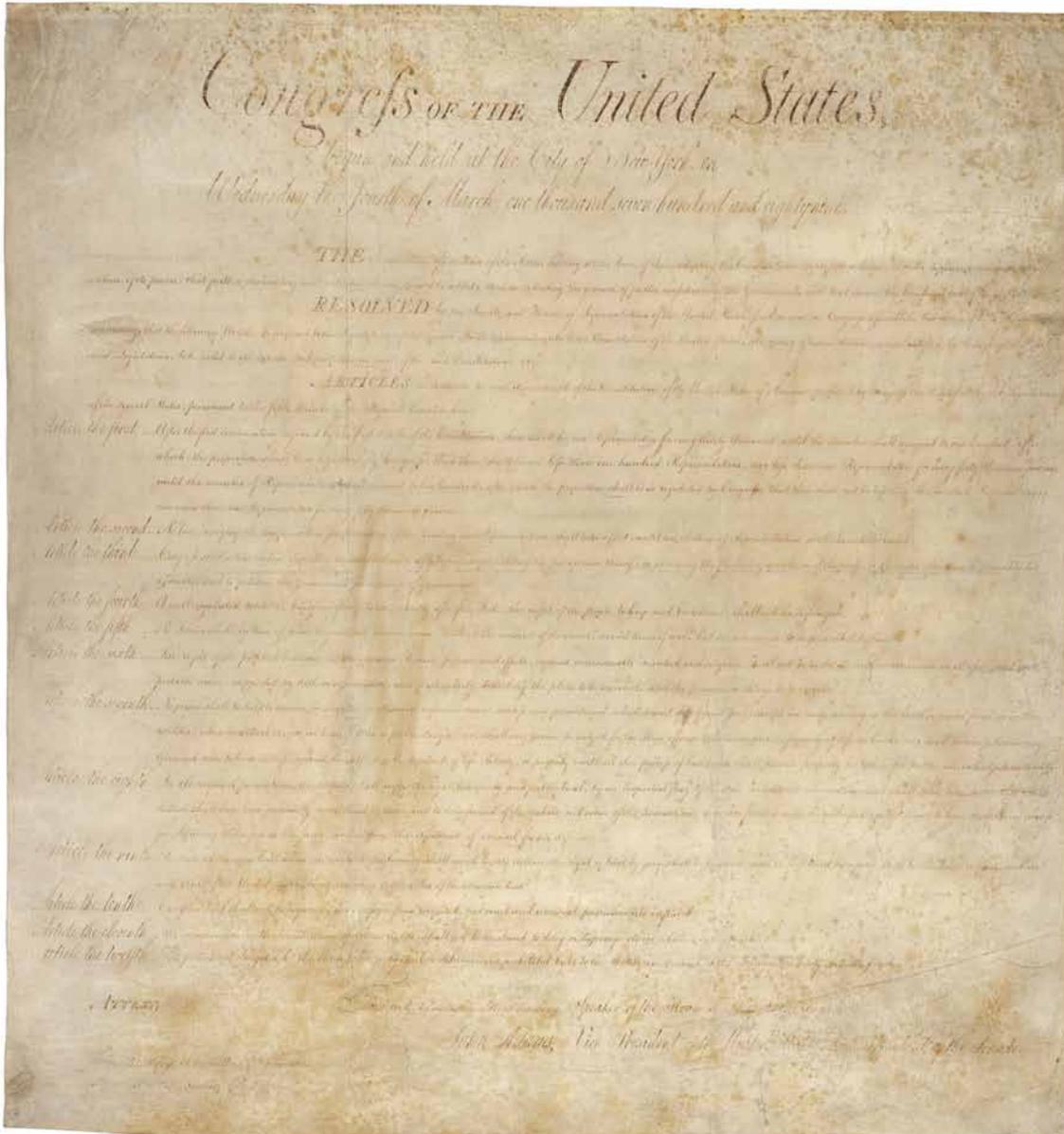




BILL OF RIGHTS DAY

By Mary Schmidt-Rodriguez

DECEMBER 15



In 1941, a Joint Resolution of Congress authorized the President of the United States to issue a proclamation designating December 15, 1941, as Bill of Rights Day. Franklin D. Roosevelt issued said proclamation, and from that year on, December 15 has been officially known as Bill of Rights Day, a day to celebrate the first ten amendments to the United States Constitution.

The amendments were introduced by James Madison to the First United States Congress in 1789 and came into effect as Constitutional Amendments on December 15, 1791. The Bill of Rights is a series of limitations on the power of the United States federal government, protecting the natural rights of liberty and property for citizens of the United States. In addition, the Bill of Rights

reserves for the people any rights not specifically mentioned in the Constitution and reserves all powers not specifically granted to the federal government to the people or the states.

There were originally twelve amendments proposed in this body, while only ten were passed by the states. The two proposed amendments not passed with the Bill of Rights addressed apportionment of representatives to Congress and Congressional pay raises.

During the Philadelphia Convention in 1787, delegates debated whether to include a Bill of Rights in the body of the U.S. Constitution. They instead opted to secure their passage after the Constitution was ratified. Many only voted for the ratification of the Constitution with the understanding that the Bill of Rights would be implemented soon after the first Congress held session. Ideological conflict between Federalists and anti-Federalists threatened the ratification of the new national Constitution, and the Bill addressed the concerns of some of the Constitution's opponents, including prominent Founding Fathers

who argued that the Constitution should not be ratified because it failed to protect the fundamental principles of human liberty.

One of the first fourteen copies of the Bill of Rights is on public display at the National Archives in Washington, D.C.

Bill of Rights Day Continued from Page 14

Text of the Bill of Rights

Preamble

Congress of the United States begun and held at the City of New-York, on Wednesday the fourth of March, one thousand seven hundred and eighty nine.

THE Conventions of a number of the States, having at the time of their adopting the Constitution, expressed a desire, in order to prevent misconstruction or abuse of its powers, that further declaratory and restrictive clauses should be added: And as extending the ground of public confidence in the Government, will best ensure the beneficent ends of its institution.

RESOLVED by the Senate and House of Representatives of the United States of America, in Congress assembled, two thirds of both Houses concurring, that the following Articles be proposed to the Legislatures of the several States, as amendments to the Constitution of the United States, all, or any of which Articles, when ratified by three fourths of the said Legislatures, to be valid to all intents and purposes, as part of the said Constitution; viz.

ARTICLES in addition to, and Amendment of the Constitution of the United States of America, proposed by Congress, and ratified by the Legislatures of the several States, pursuant to the fifth Article of the original Constitution.

Amendments

- First Amendment – Establishment Clause, Free Exercise Clause; freedom of speech, of the press, and of assembly; Right to petition.
Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.
- Second Amendment – Militia (United States), Sovereign state, Right to keep and bear arms.
A well regulated Militia being necessary to the security of a free State, the right of the people to keep and bear arms shall not be infringed.
- Third Amendment – Protection from quartering of troops.
No Soldier shall, in time of peace be quartered in any house, without the consent of the Owner, nor in time of war, but in a manner to be prescribed by law.
- Fourth Amendment – Protection from unreasonable search and seizure.
The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.
- Fifth Amendment – due process, double jeopardy, self-incrimination, eminent domain.
No person shall be held to answer for any capital, or otherwise infamous crime, unless on a presentment or indictment of a Grand Jury, except in cases arising in the land or naval forces, or in the Militia, when in actual service in time of War or public danger; nor shall any person be subject for the same offence to be twice put in jeopardy of life or limb; nor shall

be compelled in any criminal case to be a witness against himself, nor be deprived of life, liberty, or property, without due process of law; nor shall private property be taken for public use, without just compensation.

- Sixth Amendment – Trial by jury and rights of the accused; Confrontation Clause, speedy trial, public trial, right to counsel.
In all criminal prosecutions, the accused shall enjoy the right to a speedy and public trial, by an impartial jury of the State and district wherein the crime shall have been committed, which district shall have been previously ascertained by law, and to be informed of the nature and cause of the accusation; to be confronted with the witnesses against him; to have compulsory process for obtaining witnesses in his favor, and to have the Assistance of Counsel for his defense.
- Seventh Amendment – Civil trial by jury.
In suits at common law, where the value in controversy shall exceed twenty dollars, the right of trial by jury shall be preserved, and no fact tried by a jury, shall be otherwise re-examined in any court of the United States, than according to the rules of the common law.
- Eighth Amendment – Prohibition of excessive bail and cruel and unusual punishment.
Excessive bail shall not be required, nor excessive fines imposed, nor cruel and unusual punishments inflicted.
- Ninth Amendment – Protection of rights not specifically enumerated in the Constitution.
The enumeration in the Constitution, of certain rights, shall not be construed to deny or disparage others retained by the people.
- Tenth Amendment – Powers of States and people.
The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively, or to the people.

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NGB EO/EEO TRAINING WORKSHOP: BACK 2 BASICS....R U READY?

By *LaVonne Rosenthal*

This year's training workshop for Equal Opportunity professionals was held in Garden Grove, California from August 31 to September 3, 2010. The theme – Back 2 Basics – described the overall content of the various workshops, which provided new and experienced professionals with learning opportunities as well as networking venues. Five individuals from Nebraska were able to attend, and summaries of the workshops they attended are provided below.

The conference started with an evening reception, *California Dreaming*. This gave conference attendees time to relax and socialize before the training sessions began the next morning.

Organization Shift Through an Invisible Factor: A Tool You Can't Do Without

The theme of this workshop was to bring diversity together through the knowledge of each others' differences. A lot of time was spent focusing on the visible factors that affect an organization when in reality, it's the invisible factors that are critical to the organization's success. Participants completed a written exercise

“In the practice of tolerance, one's enemy is the best teacher.”

~Dalai Lama

called *Understanding Yourself and Others Personality Profile*.

Results were given in the format of colors – Red, Yellow, Blue or Green – which related to personality traits. This is an easy tool to use, and those Nebraskans who attended this workshop recommend it to others who might want a good activity to bring diverse work groups together (for more information, contact Ms. Rosenthal). This exercise revealed that we tend to hire others who are similar to us. First impressions and perceptions are so very important; you'll never get a second chance to make a first impression. We can use personality to mentor, motivate, train and educate people. Personalities are also used when making personnel assignments and moves. So, personality does come into play more than we might think.

The Nexus Effect: The New Science of Making A Difference

This session focused on how to get groups of diverse individuals to achieve organizational goals through a discussion of synergy. Nexus means to connect, link, center and focus, resulting in sustained success. There was much discussion on cultural leadership, leaders needing to be less judgmental

and ask for assistance more often, bridging the gap and boundaries that divide groups. It's key to realize that every action you take matters, and to consciously live a life of permanent purpose.

According to the workshop presenter, Mr. Bruce Stewart, there are three truths in the world: (1) The world is like the weather, it changes all the time; (2) Organizations are like high school, with cliques and clans; and (3) People are like snowflakes, no one is alike. The ability of a leader to understand these truths and act accordingly can result in overcoming unconscious biases. Mr. Stewart also provided the five acts of being a leader: (1) Connect with everyone, (2) Lead by being credible, (3) Influence ability, (4) Change, and (5) Build. It's not up to you to do everything yourself, but making connections with the people around you will help accomplish any goal. Always take the opportunity to show small moments of courage every day. If you shy away from them, you lose credibility. Know what you stand for and what you stand against. Relationship building is about being one of, not one above, so strengthen the social networks. Credibility takes character, competence and courage. When influencing others, clarify your focus (transactional vs. transformative) and speak from the heart.

Military Investigations

This informative workshop provided basic skills and knowledge for Equal Opportunity Advisors (EOAs) to use in handling an EO complaint. Led by the State Equal Employment Manager



NGB EO/EEO Training Continued from Page 16

(SEEM) from Iowa, Ms. Margaret Seals, participants received clarity on a number of key points in processing a complaint of harassment or discrimination. One point was to be sure to know who all the key players are in a grievance to include the issues and basis for the complaint. Roles of the EOA were delineated, as EOAs are not to conduct investigations, only to assist with fact finding and providing references. A valuable reference is NG Pam 600-22, Investigating Military Discrimination Complaints, which spells out some of the questions an investigating officer can use when interviewing witnesses to a complaint.

It is important to remember that it takes a great deal of courage for someone to file a grievance because they may fear retaliation. When conferring with aggrieved individuals, be sure to explain that retaliation is a form of harassment and it should be reported at once if they feel it has occurred.

Helpful Tools to Enhance Training Sessions: How to think Outside the Box and Meet Training Requirements

The bottom line to designing training sessions is: What does the commander want? Since EEO/EO is a commander's program, they are to be utilized in conducting the training either by providing opening or closing remarks. When developing training, ask "what are the goals and guidelines for the program?" Current events are a great resource for training to keep it up-to-date and relevant. Interactive and practical exercises reinforce lessons on sexual harassment, discrimination and diversity. It goes without saying, but must be repeated to remind us: for training to be successful you must have leadership support.

Marketing for Leadership Support

This workshop (presented by Ms. Rosenthal) emphasized how important leadership involvement is to create and sustain a model EEO/EO program. Utilizing the acronym "MARKET,"

"For evil to flourish, it only requires good men to do nothing."

~Simon Wiesenthal

participants reviewed successful practices used in Nebraska, as well as shared their own success stories.

M is for "me," knowing yourself and your own style assists you in presenting your proposals to leadership. Utilizing personality instruments helps you understand your passion or specialty, and in turn helps channel your energy in the best direction.

A is "ask" for others' input and involvement. Nebraska's newsletter, *Bridging the Gap*, is a prime example of getting leaders involved in our diversity program, as they are asked to write articles for publication.

R is for "relationships," which don't happen overnight. Sincerely build rapport with leaders and others in your organization, to include recruiting staff. If you encounter problems in building relationships, ask yourself what part you have in the problem. Partnering with community organizations is another area for great payoffs in establishing relationships.

K is for "creative" (phonetically speaking). Think outside of the box for new ways to market your program. Enlist others' assistance, and observe what other organizations are doing. Be persistent and patient when initiating new ideas. Nebraska's heritage events are real-life examples of being creative and persistent when implementing new ideas, as we've conducted first-ever Irish Heritage events and a Middle Eastern Heritage celebration.

E is for "everyone." Enlist everyone's support – those who ask to be included and those who are "voluntold." Take every opportunity to educate others about diversity, discrimination and harassment; be prepared to speak extemporaneously about the topics. Keep yourself up-to-date through education, such as that

found at this conference.

T is for "timely." Maintain the integrity of your program by being effective and efficient. Get the message out at every possible venue. T is also for "team" – establishing a good support structure that is usually made up of volunteers.

With many EO/EEO professionals staying within the program for a long period of time, we often become stale in our thinking and unable to see new possibilities. To assist us in seeing things differently, the workshop closed with a quote from Marcel Proust: "The real voyage of discovery consists not in seeking new landscapes, but in having new eyes."

Don't Ask, Don't Tell

This session generated much discussion, with the understanding that the policy to lift the military's ban on openly gay and lesbian service members has not yet been changed (at the time of this conference). A survey had been sent out to service members, with the results being briefed to Congress by the Secretary of Defense in December. Areas covered in the survey involved recruiting and retention, cohesion, readiness and family. To date, main issues mentioned in survey results were religion, family, values, privacy, training and education. The method for training Soldiers on the new policy has been discussed, as troops don't want another sensitivity training class; they just want to know what the new policy will entail.

NGB-EO Army Programs and DEOMI Update

Personnel from NGB-EO and Defense Equal Opportunity Management Institute (DEOMI) provided current information regarding upcoming conference topics as well as courses

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WEBSITE REVIEW:

Review By Pam Makovicka

[HTTP://WWW.HISTORYSWOMEN.COM/](http://www.historyswomen.com/)

“History’s Women, the Unsung Heroines” is a great website to read about women and their role in history, and to learn about their unsung accomplishments. It is “A magazine highlighting the extraordinary achievements of women throughout history and recognizing the obstacles they have had to overcome in order to reach their goals.”

There are many areas of focus including “Women of Faith,” “First Women,”

“Social Reformers,” “The Arts,” “Early America,” “Amazing Moms” and “More Great Women.” For the purpose of this article, I am focusing specifically on the section “History in the Making,” which details “women living today who are making their mark.”

The women who are highlighted in this section are both well-known and not-so-well-known including Laura Bush (First Lady), Dorothy Hammill (Olympic

figure skater), Dustee Hullinger (The Woman with Gifted Hands), Teresa Kerry (Owner of the Heinz Dynasty), Marybeth Henry (Founder of WHAMfest –how to start your own small business), Valentina Tereshokova (first woman in space), Sara Winnemucca (Native American leader) and many more.

With the permission of Patti Chadwick, I chose the story of Wilma ManKiller, first woman Chief of the Cherokee Nation, to highlight one woman’s accomplishments.

Wilma ManKiller



Wilma Mankiller has the honor of being the first female in modern history to lead a major Native American Tribe. In 1987 she was elected Principal Chief of the Cherokee Nation of Oklahoma, the second largest tribe of Native Americans in the United States, with a population of over 140,000 and an annual budget of more than \$75 million.

Wilma was born a member of the Cherokee Nation on Cherokee land allotted to her paternal grandfather, John Mankiller, just after Oklahoma became a state in 1907. Her family name, “Mankiller” is thought to be a title of respect given to the person in charge of protecting the village. Wilma, however, spent her formative years in San Francisco. As a young girl her family was forced off their land in Oklahoma and relocated to California. Her concern for Native American issues was fanned into a flame while she was in San Francisco, where she learned much about organizing movements from her work in the women’s movement. As an adult, Wilma returned to her native Oklahoma, using her skills to help the Cherokee Nation. She founded community self-help programs that taught people ways out of poverty.

In 1983, Wilma ran for Deputy Chief of the Nation alongside Ross Swimmer, then president of a small bank who assumed leadership of the Cherokee Nation in 1975. In 1985 Swimmer

resigned as Principal Chief to head the Bureau of Indian Affairs and Wilma Mankiller became Principal Chief, by mandate of Cherokee law. The tribal elections in 1987 were historic. Her candidacy was opposed by many who didn’t want to be led by a woman and as a result her tires were slashed and her life was threatened many times during her campaign. Though she did confront strong opposition, Wilma won the post of Principal Chief and as a result she brought unprecedented attention to the tribe. Wilma served as Principal Chief of the Cherokee Nation for eight years until she resigned from her post in 1995 due to poor health. During her term as chief, Wilma was a valuable spokesperson in Washington, working for health care programs and fighting for the rights of children.

Wilma Mankiller has spent her life working tirelessly for the advancement of the Cherokee Nation. She has led the nation in making important strides in improved health care, education, utilities management and tribal government, and she strove to attract higher-paying industry to the area, improve adult literacy and encourage higher education of Cherokee women. 



CHILDREN'S BOOK REVIEW: CLOUD TEA MONKEYS

*Written by: Mal Peet & Elspeth Graham
Illustrated by Juan Wijngaard*

Book Review By Denise Anderson

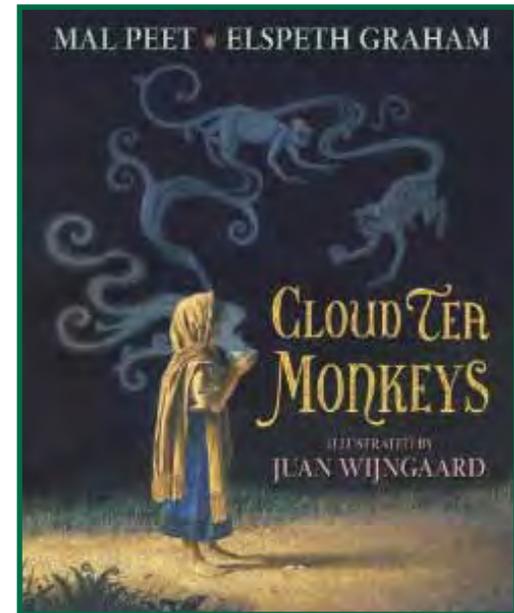
I recently took my daughters to the library to find books they have not yet read and came across this wonderful book on monkeys and tea. Being a tea lover, I read it for my daughters and myself.

The story is about a little girl named Tashi, whose mother works picking tea near the Himalayan mountains. Tashi loves to go to the tea plantation with her mother and the other women in the early hours of the morning. The women carry large wicker baskets and pick the young leaves and buds from the very tops of the tea plants.

Tashi stays out of her mother's way and grabs her lunch to meet a group of monkeys she has befriended while the women work. Tashi and the monkeys spend time together each work day in a special place while sharing lunch. One day, her mother is too sick to go to work at the tea plantation. Tashi is worried, because if her mother does not work, they cannot afford a doctor, she won't get better and the cycle will continue.

Tashi decides to take the wicker basket to the tea plantation on her own and do the work herself. She tries to pick the tea leaves and buds but is unable to get to the top of the tea plants. The overseer sees her making the effort but he still makes fun of her and kicks over her basket. Tashi goes to her special place and cries. The monkeys see her and try to console her while the adult monkeys take her basket away. At this point the magical element of the story appears. Later they return with a basket full of the rarest and most sought after tea leaves and buds in the world, that are the "color of emeralds and spangled with tiny droplets of water."

She drags the basket to the overseer and finds the Royal Tea Taster checking out the tea leaves. He dismisses most of the tea until he gets to Tashi's basket. He goes through an elaborate tea ritual and tastes her tea. He tells her he has only tasted cloud tea but twice in his career. He gives her a bag of gold coins and makes a bargain with her to get another basket of leaves in one year. With the money she is able to get her mother medical help. Her



mother is then able to retire and spend time with Tashi and the monkeys.

I really enjoyed reading this book because Tashi reminds me of my own daughters. She is a strong and resilient little girl who wants to help her mother. She took things into her own hands and in the end was able to persevere with the help of her friends. 

DIVERSITY DATES: DECEMBER 2010

December 1..... National Day (Romania)
December 1..... Rosa Parks Day (U.S.)

Commemorates the arrest of Rosa Parks in Montgomery, Alabama, in 1955 and the birth of the modern civil rights movement. Ms. Parks refused to give up her seat on a bus for a white passenger, an incident that led to a yearlong boycott of the city's buses and the end of segregation on municipal buses throughout the southern United States.

December 1..... World AIDS Day (U.N.)
December 1-2 Hanukkah begins at Sundown (Jewish)

An eight-day festival commemorating the recapture of the Temple of Jerusalem in 165 BCE by the Maccabees from Syrian Greeks. When the

temple was restored and cleansed, only one day's supply for oil was found for the daily lighting of the menorah (a ritual candelabra). This small supply lasted eight days, and today an eight-branched menorah is lit to remind Jews of the miracle.

December 2..... National Day (Laos, United Arab Emirates)
December 3..... International Day of Persons with Disabilities (U.N.)
December 6..... Independence Day (Finland)
December 6..... St. Nicholas Day (International)

Celebrates the life of St. Nicholas, a Christian bishop from what is now Turkey, known for his good deeds. He died around 350 CE. In many

European countries, families exchange gifts on this day rather than on Christmas.

December 6-7 Hijra (Islamic)
The first day of the first month (Muharram) of the Islamic year.

December 7..... Earthquake Victims' Memorial Day (Armenia)
December 8..... Bohdi Day (Buddhist)

Celebrates the day of the Buddha's enlightenment. Siddhartha Gautama sat for seven days under a bo (fig) tree vowing to understand the meaning of life. On the eighth morning, he realized the Four Noble Truths of suffering and the way to overcome them by the

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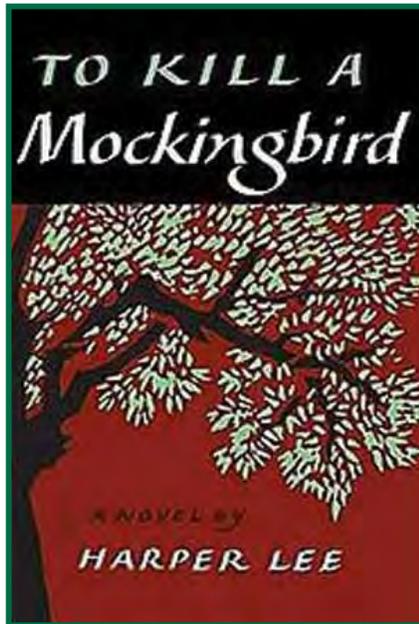
BOOK REVIEW: TO KILL A MOCKINGBIRD

*Written by Harper Lee
First published in 1960*

Book Review By Pam Makovicka

The book *To Kill a Mockingbird* turned 50 this year and in honor of this anniversary I would like to reflect on its message of courage and kindness. I read this book as a teenager for a school book report and I believe this book helped shape my life. Many people see this story as a civil rights novel, but it transcends that issue. It is a novel about right and wrong, about kindness and meanness. I wonder how many other people read this book and have been changed as a result.

This Southern novel shows how a conscience is instilled in two small



children, Scout and Jem Fitch, and how it operates in their father Atticus, a lawyer appointed to defend a Black man on a rape charge. I see diversity education at its finest in this book. A wide variety of people are portrayed, including disabled, Black, White, poor, wealthy, educated and uneducated.

Atticus demonstrates how diversity should work as he teaches his children, and in fact, the whole town of Maycomb, tolerance and justice for all. The novel is a wonderful mixture of humor, honesty and the irrationality of adult attitudes towards race and class.

My two favorite quotations from this book are:

“You never really understand a person until you consider things from his point of view – until you climb into his skin and walk around in it.” The simple wisdom of Atticus’s words explains to his daughter how to live with sympathy and understanding for others.

to kill a mockingbird.’

“That was the only time I ever heard Atticus say it was sin to do something, and I asked Miss Maude about it.

“ ‘Your father’s right,’ she said. ‘Mockingbirds don’t do one thing but make music for us to enjoy - That is why it is a sin to kill a mockingbird.’” These words are the source of the book’s title and a key metaphor of the book’s depiction of mockingbirds as good and innocent people who are destroyed by evil.

Harper Lee is an amazing author. It is hard to believe that the story is fiction and the characters are not real. She has an amazing talent to keep you riveted to the book and teaches the readers a number of useful truths about inclusion for all. It is difficult to imagine that 50 years ago people were fighting for acceptance of all people and that we still are struggling with these same issues today.

I encourage all to read or reread this novel for its depiction of childhood innocence, its moral condemnation of racial prejudice and its affirmation that human goodness can withstand evil. Please take the messages of this novel and teach all adults and children the importance of maintaining faith in the human capacity for good and a tolerance for the coexistence of good and evil.

For more on this book:

<http://www.sbmoop.com/to-kill-a-mockingbird/summary.html>

http://en.wikipedia.org/wiki/To_Kill_a_Mockingbird



*Harper Lee and President George W. Bush at the November 5, 2007, ceremony awarding Lee the Presidential Medal of Freedom for *To Kill a Mockingbird*.*

“ ‘Remember it a sin



BOOK REVIEW: TALLGRASS

*Written by Sandra Dallas
St. Martin's Press; 2007*

Book Review By LTC Chad Stevens

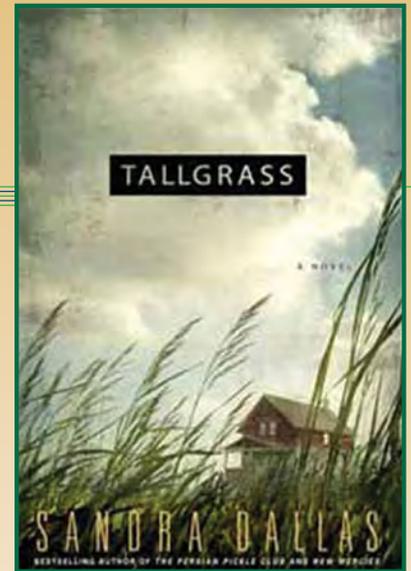
After the surprise attack on Pearl Harbor, President Roosevelt signed an act that forced Japanese Americans to be relocated to internment camps. The novel *Tallgrass*, by Sandra Dallas, is an historical novel set in a small Colorado town during World War II. This community is turned upside down when the government opens a Japanese internment camp just outside of town.

The novel is centered around the Stroud family and is told through the eyes of the thirteen-year-old daughter named Rennie. A farm family, the Strouds struggled to make ends meet during the depression. They are now struggling to operate the farm because everyone is leaving to serve in the military. By hiring the newly arrived Japanese Americans as farm hands, the Strouds take the lead in their community at setting aside new-found and deep-seated prejudices.

The road to acceptance is not an easy road. Many events cause citizens to question whether the community should accept their new neighbors. The feeling of mistrust established by the World War intensifies when a young girl is murdered. All eyes (and suspicions) turn toward the newcomers.

For the Stroud family all the mistrust is washed away by my favorite characters: Carl Tanaka, Emory Kuruma and Harry Hirano. These young Japanese men were ripped from their lives in California. They did not hold this against the Strouds when they signed on to work in the sugar beet fields. They just wanted to be useful and contribute to the welfare of their families and yes, even their country.

I really enjoyed this book, for it told a human story among the facts of the Japanese internment camps. The



author's characters are everyday folk. Their wisdom comes from the college of hard knocks, and how they learn is determined by their ability to process life as a burden or a gift. There is good discussion material within this book, and many of the characters are interesting to talk about. I recommend this book; it is mesmerizing in the way it draws you into the story with vivid descriptions of times of an America long gone, and characters that a reader can easily relate to. 

NATIONAL MENTORING MONTH

By Denise Anderson

TEAMMATES™
One hour... Once a week... Two lives changed forever
MENTORING

National Mentoring Month (NMM) was started in January 2002 by the Harvard School of Public Health and MENTOR (<http://www.mentoring.org/>). Their goal is to help focus national attention on the need for mentors. Some children are in need of a positive role model so they can be assured a bright future. Currently, eighteen million children in the United States alone are in need of a mentor, but only three million children have one. Recent studies have indicated that when children are provided formal one-to-one

mentoring it has reduced the incidence of delinquency, substance use and academic failure. Also, formal youth mentoring programs can promote improved self-esteem, social skills and knowledge of career opportunities, among other advantages.

I am well acquainted with one mentoring program here in Nebraska. My husband Doug is a TeamMate mentor to a fourth grade boy. Doug became a mentor last year and meets with his mentee once a week during the school year. I always thought mentors helped with school work, but that turned out to be a misconception on my part. Mainly they spend time together playing games, tossing a football and talking about everything and nothing at the same time.

Doug has talked about the pride his mentee has with having my husband being in his life. My husband has even become a mascot for his class. I have met his mentee and he is a very nice young man. The coordinator has told Doug that his mentee's grades and attitude have improved since they started the program together. My husband also enjoys himself and plans on keeping this up until his mentee graduates, if not longer. It really warms your heart to know what an impact we all can have on a child's life.

Different websites you can go to to learn more about mentoring are:

<http://www.nationalmentoringmonth.org/>

<http://www.mentoring.org/>

<http://www.teammates.org/>



Continued from Page 10

GERMAN TRIVIA ANSWERS

1. a. Running shoes. Adolf (Adi) Dassler founded the German shoe company Gebrüder Dassler-OHG, now known as Adidas. Although spiked shoes for athletes first appeared in England around 1680, Adi Dassler was the first to market them and develop a reputation for quality among the world's top athletes.



2. b. Berlin – Zoologischer Garten, set in the heart of Berlin and home to more species than any other zoo in the world, has been thrilling visitors since it opened more than 150 years ago. Today as you enter the Zoologischer Garten through its Elephant or Lion Gates, you'll be treated to more than 15,000 animals representing about 1,400 species. Cages are rare. Most animals roam free in re-creations of their natural habitats. There is a three-story aquarium that takes visitors on an expedition from the Great Barrier Reef with its tropical reef sharks to the crocodiles of the Amazonian jungle.



3. c. Weihenstephan Brewery is located in Freising, Bavaria. Nearly one thousand years ago, the Bavarian State Brewery Weihenstephan was the monastery brewery of the Benedictine monks, then it changed to the Royal Bavarian State Brewery, and has been operating since 1040.



4. a. Chancellor. Angela Merkel assumed the position of Chancellor on November 22, 2005. Born in Hamburg, Angela Merkel was only a couple of months old when her father, a Lutheran pastor, was given a parish in a small town in East Germany. She grew up in a rural area outside Berlin in the communist east, and showed a great talent for math, science and languages. She earned a doctorate in physics but later worked as a chemist at a scientific



academy in East Berlin. She had never been involved in politics, but at the age of 36, she became involved in the burgeoning democracy movement in 1989 and, after the Berlin Wall came down, she got a job as government spokeswoman following the first democratic elections. She joined the CDU (Christian Democratic Union) party two months before the reunification of Germany and within three months she was in the Kohl cabinet as minister for women and youth. She established herself in the party, rising through the ranks until she was chosen to lead it in 2000 and was elected Germany's first female chancellor in 2005.

5. d. Corned beef, bacon and onions. The literal translation is liver cheese, but it contains neither liver nor cheese. Instead it is a type of meat loaf made from ground corned beef, bacon and onions. It's normally eaten with sweet mustard.



6. b. Bayer is based in the city of Leverkusen



on the Rhine and is Germany's largest manufacturer of chemical and health care products. The pharmaceutical company was founded in 1863. Roche and Novartis are Swiss pharmaceutical companies, and Merck is German/ U.S. owned.

7. d. The Brandenburg Gate was commissioned by King Frederick William II of Prussia as a sign of peace and was built by Carl Gotthard Langhans from 1788 to 1791. The Gate consists of twelve



Doric columns, six to each side, forming five passageways. Vehicles and pedestrians could travel freely through the gate (located in East Berlin) until the Berlin Wall was built in August 1961. On December 22, 1989 the Brandenburg Gate crossing was reopened when Helmut Kohl, the West German Chancellor, walked through the gate to be greeted by Hans Modrow, the East German Prime Minister. The gate stands 26 meters high and 65 meters in length and is the only remaining gate of a series through which Berlin was once entered.

Bundesbahn is the railway system in Germany.

Continued on Page 23

Trivia Answers Continued from Page 22

Neuschwanstein was King Ludwig II's world famous castle that stands proudly against the breathtaking backdrop of the Alps in southern Bavaria. One of Germany's most-visited buildings, the castle was designed to resemble a medieval German knight's castle, and Walt Disney found inspiration for his magic kingdom here and based his world-famous Disney Castle on this spectacular Bavarian castle.



Church of Our Lady is Dresden's most famous attraction and a masterpiece of baroque architecture on the River Elbe. Destroyed in the bombing raids of 1945, the Church of Our Lady has been rebuilt and is now a symbol for reconciliation and peace.



8. c. Germany invaded Russia on June 22, 1941 with over three million troops. Planning for Operation Barbarossa started in December of 1941 and the military operation itself lasted almost a year. The military objectives of Germany and her allies were to take control of all of Russia to the west of the Ural Mountains, gain the resources contained within that region (raw materials, agricultural products and the people themselves who were to be used as slave labor), and to crush the Soviet Communist regime.



9. b. Germany borders the following nine countries: Denmark, Poland, the Czech Republic, Austria, Switzerland, France, Luxembourg, Belgium and the Netherlands.



10. a. An enormous wine barrel and pharmacy museum. The Grosses Fass (Heidelberg Tun) is a wine barrel built in 1751. More than nine yards long and eight yards high, it has a capacity of 55,345 gallons (over 200,000 liters) of wine. In former times, the wine growers had to pay their share of taxes by delivering wine to



the castle. Today it holds no wine. The German pharmacy museum is free with admission to the castle. It includes replicas of pharmacy shops from years past, historical pharmacy information and even pharmacy related art.

11. c. The official Oktoberfest is held in Munich, Bavaria, Germany. Oktoberfest started October 12, 1810 at the wedding of Bavaria's Crown Prince Ludwig



to Princess Therese of Saxony-Hildburghausen. Against tradition, the couple invited Munich's common people to the festivities. The events were held over five days on the fields in front of the city gates—now called Theresienwiese (Therese Meadow) after the bride. Forty thousand people showed up. A year later, they decided to throw the party all over again as an anniversary tribute to the royal couple. The big event at the first festival was a horse race and then an agricultural show. By 1818, events included a carousel and swings, tree-climbing competitions, wheelbarrow and sack races, barrel rolling races and goose chases. Mechanical rides were added in the 1870s, and in 1908, the Oktoberfest boasted Germany's first roller coaster. Over time, the fair's dates were extended and eventually moved to the end of September for better weather. The first Sunday in October marks its finish. It still takes place on the Theresienwiese, known to locals as "Wies'n."

12. c. German children leave a shoe or boot outside their door. December 6 is Nikolaustag or St. Claus Day. You leave a shoe or boot outside the door on December 5 and the next morning you find presents (if you were good) or a rod (if you were bad).



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Bill of Rights Day Continued from Page 15

Presidential Proclamation
By the President of the United States of America
A Proclamation

Whereas a Joint Resolution of the Congress, approved August 21, 1941, authorizes and requests the President of the United States "to issue a proclamation designating December 15, 1941, as Bill of Rights Day, calling upon officials of the Government to display the flag of the United States on all Government buildings on that day, and inviting the people of the United States to observe the day with appropriate ceremonies and prayer":

Now, Therefore, I, Franklin D. Roosevelt, President of the United States of America, do hereby designate December 15, 1941, as Bill of Rights Day. And I call upon the officials of the Government, and upon the people of the United States, to observe the day by displaying the flag of the United States on public buildings and by meeting together for such prayers and such ceremonies as may seem to them appropriate.

The first ten amendments, the great American charter of personal liberty and human dignity, became a part of the Constitution of the United States on the fifteenth day of December, 1791.

It is fitting that the anniversary of its adoption should be remembered by the Nation which, for one hundred and fifty years, has enjoyed the immeasurable privileges which that charter guaranteed: the privileges of freedom of religion, freedom of speech, freedom of the press, freedom of assembly, and the free right to petition the Government for redress of grievances.

It is especially fitting that this anniversary should be remembered and observed by those institutions of a democratic people which owe their very existence to the guarantees of the Bill of Rights: the free schools, the free churches, the labor unions, the religious and educational and civic organizations of all kinds which, without the guarantee of the Bill of Rights, could never have existed; which sicken and disappear whenever, in any country, these rights are curtailed or withdrawn.

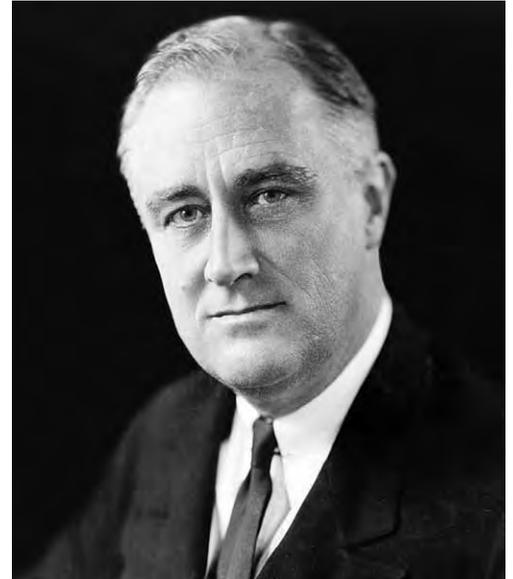
The fifteenth day of December, 1941, is therefore set apart as a day of mobilization for freedom and for human rights, a day of remembrance of the democratic and peaceful action by which these rights were gained, a day of reassessment of their present meaning and their living worth.

Those who have long enjoyed such privileges as we enjoy forget in time that men have died to win them. They come in time to take these rights for granted and to assume their protection is assured. We, however, who have seen these privileges lost in other continents and other countries can now appreciate their meaning to those people who enjoyed them once and now no longer can. We understand in some measure what their loss can mean. And by that realization we have come to a clearer conception of their worth to us, and to a stronger and more unalterable determination that here in our land they shall not be lost or weakened or curtailed.

It is to give public expression and outward form to that understanding and that determination that we are about to commemorate the adoption of the Bill of Rights and rededicate its principles and its practice.



FRANKLIN D. ROOSEVELT



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NGB EO/EEO Training from Page 16

offered at DEOMI. Training opportunities at DEOMI (Patrick Air Force Base, Florida) include Equal Opportunity Advisor (EOA), Equal Employment Opportunity (EEO) Counselor, EO Specialist, EO Officer, and Leadership Team Awareness Seminar (LTAS) for senior leaders. The DEOMI website has detailed information about these courses (<http://www.deomi.org>) and other valuable information on diversity topics.

Museum of Tolerance Site Visit

The highlight of the workshop was the experience of visiting the Museum of Tolerance. Participants boarded buses for the trip to Los Angeles, spending the majority of the day at the museum. The Museum of Tolerance (MOT) grew through the leadership of the Simon Wiesenthal Center, an internationally recognized and acclaimed Jewish human rights organization named in honor of famed Nazi hunter, the late Simon Wiesenthal. This is not an ordinary museum with displays of artifacts and documents encased in glass. Visitors experience opportunities to challenge their most closely-held assumptions by taking on the persona of a child of the Holocaust, as just one part of the museum's powerful message. One little girl who lived during the Holocaust was Stella, the daughter of Gustav and Marie Klinger, who lived in Prague, Czechoslovakia. She was eleven years old when the Germans occupied Prague. At the end of the Holocaust exhibit, a brochure details Stella's story, including whether or not she survived the Holocaust. Stella did not; she and her parents were "selected" in April 1942. They were deported to the Auschwitz death camp in Poland. Upon their arrival

"This was my first EO workshop so I didn't know what to expect. I liked being able to choose which sessions I wanted to attend, and there were many to choose from."

***- SFC Bonnie Frazier, Nebraska National Guard,
209th Regional Training Institute, Equal Opportunity Advisor***

Americans With Disabilities Act (ADA)

Jan Garrett spoke to the group during a plenary session, as she is the program manager at the Pacific ADA Center-Disability and Business Technical Assistance Center. Mrs. Garrett was born without legs and arms, and raised by supportive parents who encouraged her without coddling. She shared with us "disability etiquette," phrases that are and are not appropriate when interacting with a person with a disability.

Say:	Don't Say:
Disability	Handicap (from the phrase "cap in hand" or to beg)
Person with a disability	Cripple
Person with an intellectual disability	Retard
Person who is deaf or Person who is hard of hearing	Deaf and dumb
Wheelchair rider/user	Confined to a wheelchair

It's okay to say to a blind person, "Did you see that movie?" or "Did you hear about the game?" to a deaf person. Never assume someone who has a disability needs you to help them. Ask if they want help; i.e., "May I help you?" If the person doesn't want your assistance, don't be offended.

When interacting with a person who is deaf, speak to the person themselves not the interpreter. Make eye contact with a person who is blind, as they can tell where your voice is going. Make eye contact with a wheelchair user by sitting on a chair next to them, not by kneeling down. And don't lean on their wheelchair. It's a part of the individual's personal space and not a leaning post.

Mrs. Garrett shared with us several skills that are important for us to learn to help us better interact with people with a disability. One is to learn what a relay call sounds like, as a person who is deaf may be on the other end of the phone call. Learn a few polite signs in American Sign Language. You could also learn how to use the sighted guide technique to give blind individuals navigation assistance.

they were taken to the gas chambers and murdered. Stella was fourteen years old.

Stories are told of discrimination and harassment of African-Americans and Hispanics throughout history. Parents' strong convictions to make life better for their children are depicted in displays that engage the visitor, resulting in a life-changing experience. More information about this beautiful museum can be found at: <http://www.museumoftolerance.com/site/c>.

tmL6KfNVLtH/b.4865925/k.CAD7/HomeMOT.htm

Summary

This annual conference highlights important aspects of equal opportunity, serving as an opportunity for experienced professionals to share insights with those who have less experience. This not only occurs in workshops, but also in the hallway at breaks and during lunch conversations. Only a few of the many workshops were highlighted in this article.

Kudos to California National Guard members who worked extremely hard to make this conference a success! Thanks to the NGB EO-EEO personnel who also worked to provide cutting-edge training topics for attendees. 

Diversity Dates Continued from Page 19

Eightfold Path. At this moment he reached bodhi (a Sanskrit word meaning "awakening") and was named Buddha, or Enlightened One.

December 8.....Feast of the Immaculate Conception (Christian-Catholic)

December 10..... Constitution Day (Thailand)

December 10..... Human Rights Day (U.N.)

Established in 1948 by the United Nations to commemorate the adoption of the Universal Declaration of Human Rights.

December 12....Fiesta of Our Lady Guadalupe (Mexico)

Commemorates the day the Virgin Mary appeared to Juan Diego, circa 1531, and instructed him to take roses to the local bishop. The church had refused Diego's request to build a shrine in the Virgin's honor because it did not believe the Virgin would appear to a simple native. Upon seeing the roses in the dead of winter, the bishop conceded.

December 12..... Jamhuri (Independence) Day (Kenya)

December 13.....Luciadagan (Sweden, U.S.)

Honors the third- or fourth-century saint, known as the Queen of Light. In Sweden, the start of Christmas season. The eldest daughter of the household dresses in white, adorns her head with a wreath of burning candles, and offers coffee and sweets to the family.

December 15..... Bill of Rights Day (U.S.)

December 15.....Navidades (Puerto Rico)

Marks the beginning of the traditional Christmas season, ending with Three Kings Day on January 6.

December 15-16 Ashura (Islamic)

For Sunni Muslims, a commemoration of Noah's leaving the ark on Mount Ararat, but for Shia Muslims, a somber day dedicated to the martyrdom of Hussein, the grandson of the prophet Muhammad, at the Battle of Karbala in 680 CE. The schism between Sunni and Shia Muslims dates from this event.

December 16..... Bijoy Dibash (Bangladesh)

December 16..... Independence Day (Kazakhstan)

December 21..... Solstice (International)

December 21..... Yule (Celtic, Pagan)

December 23..... Tenno Tanjobi (Japan)

December 24..... Independence Day (Libya)

December 25..... Christmas (Christian)

December 26..... Boxing Day (International)

This holiday takes its name from the little boxes that servants, tradespeople, and others who rendered service to the public carried around on the day after Christmas to collect tips and year-end bonuses. Today, it is usually observed as a public or bank holiday.

December 26..... Junkanoo (Bahamas)

December 26..... Kwanzaa (African American)

December 27..... Bank Holiday (Republic of Ireland, U.K.)

December 30..... Rizal Day (Philippines)

December 31..... New Year's Eve (International)

BTG
DIVER-CIPE
CORNER

Submitted by
CPT Juan Vidal

PERUVIAN
CEVICHE

Ceviche is a traditionally Peruvian dish. Originally created by fishermen as a way to eat part of their catch during long days at sea, ceviche uses the acid in lemon juice to "cook" the fish. If you are able, use tilapia or Chilean sea bass, as those work best. The traditional way to make this recipe is with raw fish.

Ceviche, Peru's flag-dish, is the epitome of fusion: Inca hot peppers, Spanish lemons and onions, and a Japanese approach to preparing fish.



Ingredients

- 1 ½ pounds of tilapia fillets, diced (you can also use other white fish fillets)
- 1 large red onion, finely sliced
- 1 cup fresh lime juice or juice of 10 lemons
- 1 chili pepper, chopped very fine
- ½ teaspoon salt
- ½ cup of celery, chopped
- 2 garlic cloves, chopped
- ½ cup cilantro leaves, chopped

1. Rinse diced fish gently in cold water and dry thoroughly.
2. Let red onion soak in cold water for few minutes and drain.
3. Meanwhile, place garlic and pinch of salt in a mortar and pestle, grind to make paste.
4. In a large bowl combine fish, 1 cup of lemon juice, garlic paste, celery, salt, chili pepper and cilantro. Let marinate for 10 minutes.
5. When ready to serve, serve the ceviche on top of lettuce leaves. Enjoy with corn and sweet potatoes on the side.

