

BRIDGING THE GAP



ISSUE 47: FEBRUARY 2015 - MARCH 2015



SEWARD ARMORY - TRANSFORMATION

HIRO 88
RESTAURANT REVIEW



If I were guaranteed honest responses to any three questions,
whom would I question and what would I ask?

~Susan Scott, author. *Fierce Conversations*





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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.

A fierce conversation is one in which we come out from behind ourselves into the conversation and make it real.

~Susan Scott "Fierce Conversations"

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SEP GROUP WEBSITE

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

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Bridging the Gap

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

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*Interested in becoming a member of the SEP Group?
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A LEADER'S GUIDE TO DIVERSITY

SERIES PART 3

By LaVonne Rosenthal



The National Guard Bureau Joint Diversity Executive Council was recognized as one of the top 25 diversity councils in the United States at the Association of Diversity Councils Honors Award dinner in Arlington, Virginia, October 4, 2012.

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

WORKFORCE DIVERSITY

An organization which exhibits best practices will value people and cultivate an environment where cultural awareness, sensitivity, fairness and integrity prosper. Everyone has the opportunity to progress if they are qualified, motivated and work hard. The National Guard must compete to recruit and retain the best talent to achieve their statutory missions. For the National Guard to continue to be effective, leaders must recognize and capitalize upon the diversity of the workforce.

Diversity Best Practice is Important

Drawing on the most important resource, the skilled workforce, maintaining a competitive advantage is possible. With the increasing richness of diversity in the world and in the workforce, we must expand our outlook and use creative strategies to be successful.

We Should Pay Attention

Understanding that valuing and recognizing diversity is imperative in order to maintain a sustained competitive advantage enhances productivity, effectiveness and competitiveness.

This is Different

A very broad definition of diversity is utilized to encompass most characteristics that individuals possess that affect the

way they think and do things. This is critical. We must find ways to draw on all the varied skills of our Soldiers, Airmen and Civilian employees.

WORKFORCE DIVERSITY SUCCESS FACTORS

1. **Empowering through Leadership.** Leadership commitment to diversity is genuine. Leaders take ownership and communicate the vision.
2. **Strategic Planning.** Centralized guidance and decentralized execution – guidelines are established centrally. Each state and unit develops their own diversity goals and implementation strategies.
3. **Accountability, Measurement and Evaluation.** Diversity is a process that is integrated, ongoing and has a measurable strategy.
4. **Linkage to Organizational Goals and Objectives.** Link recruitment, development and retention strategies to organizational performance.
5. **Sustained Investment.** Personnel time, financial time and resources are devoted to diversity.
6. **Soldier, Airmen and Civilian Involvement.** All are engaged purposefully to unleash potential for greatness.
7. **Maintain Environment of Force Development.** Opportunities for lifetime learning are provided for all levels of the organization.
8. **Promotion of Diversity.** Programs are executed to promote and sustain the valuing of differences.



A Leader's Guide to Diversity continued from page 3

LEADING A DIVERSE WORKFORCE

Greatness in organizations can be achieved through great leadership in the core and enabling competencies. It's not about gender, race, age, a time in history, cultural environment, rank or position. It is about choice in thinking, connecting, being resilient and engaging others. Anyone, in any position, in any situation can be a great leader.

Cultural Knowledge

- Acquire knowledge of factual information.
- Recognize the impact of civil rights and diversity.
- Differentiate between representational diversity [race and ethnicity], inclusion, diversity climate and employee engagement.

Organizational Awareness

- Understand how diversity connects to the mission.
- Comprehend regulatory requirements of Equal Employment Opportunity (EEO)/Equal Opportunity (EO) and the link with diversity.
- Understand how policies, programs, procedures, etc. enhance or create barriers for diversity and inclusion.

Cultural Perspective Taking

- Demonstrate awareness of cultural assumptions.
- Consider point-of-view of other groups.
- Understand the formation of social identity, privilege and bias structure.
- Analyze cultural context to interpret environmental cues.

Communication

- Recognize and manage verbal/nonverbal attitudes toward diversity.
- Distinguish impact of racial, ethnic and gender culture on communication, religion and behaviors.

Interpersonal Skills

- Interact effectively with a variety of people.
- Relate and adjust well to people from varied backgrounds.
- Engage in self-monitoring when personal biases are activated.

Cultural Adaptability

- Understand and adjust approach to maintain positive and bias-free relationships with varied individuals.
- Integrate well into situations involving people with different values.
- Show respect for other values and customs.

Leading Others

- Create an inclusive environment.
- Take multi-cultural vs. color-blind approach in interactions.
- Foster motivation and development of people from different groups.
- Facilitate effective delegation and empowerment.
- Foster trust, confidence, cooperation and teamwork.

IMPLEMENTATION PRINCIPLES FOR DIVERSITY

By Marilyn Loden

1. To avoid wide scale opposition, diversity must be defined in a broad and inclusive way. The definition must make it obvious to employees that everyone is included and therefore everyone's diversity is valued.
2. In order to value diversity, institutions must first assure that they are truly diverse at every level – not just when it comes to the secondary dimensions, but diverse in terms of the primary dimensions of diversity as well.
3. Leveraging diversity requires a fundamental shift in assumptions about the organizations culture as well as changes in the basic systems and practices used to support customers and employees.

4. Change management principles (e.g. communicate the message and start at the top) can be the single most important tool in diversity implementation when artfully applied.
5. To assure that diversity implementation is as rapid and successful as possible, the different needs and concerns of all five segments on the Diversity Adoption Curve [Innovators, Change Agents, Pragmatists, Skeptics and Traditionalists]* must be anchored into the overall plan.

* <http://reinventingergs.files.wordpress.com/2011/04/diversityadoptioncurve.pdf>

6. Having a culture of diversity is what separates those world-class organizations that are effective at diversity versus those who just give lip service.
7. Without making a serious investment in both time and human resources, no organization can fully adopt the valuing diversity and inclusion paradigm.
8. Beating backlash requires building support among those who are ready to adopt change while minimizing the involvement of those who are still in resistance.
9. It is critical that we now develop the strategic and financial arguments for valuing diversity, for building the business case strengthens the probability of full adoption.
10. While excellent training alone will not assure culture change, inappropriate training can do considerable damage to diversity implementation efforts.
11. By focusing on the common needs for respect, inclusion, fairness and opportunity that we all share, valuing diversity can help close the gap in empathy and understanding that exists across diverse employee groups today.
12. The ongoing involvement and preparedness of the core leadership team is the single most important

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A Leader's Guide to Diversity continued from page 4

factor in predicting implementation success.

DIVERSITY COMMITMENT

A leader of diversity keeps the momentum moving by delivering superior performance, making a distinctive impact and achieving lasting endurance. Units which are on target towards implementing best practices in diversity are building their organization to levels of greatness never thought possible.

Stage 1 – Start the Push – “Pre-Mission Checks”

- Implement a one-time diversity training to create awareness of diversity and inclusion in the 21st Century.
- Identify a diversity champion. This individual must be a leader within the organization who can lead the implementation of the initiative.
- Make a concerted effort in recruiting and promotions.
- Recognize the National Guard's emphasis on diversity.
- Identify successes in the area of diversity.

Stage 2 – Buildup – “Ops Checks”

- The business case for diversity is understood.
- Create a diversity plan that includes best practices for hiring, recruiting, qualifying and promoting diversity.
- Understand that diversity is more than just an event. It is an ongoing process of education and applying the principles of diversity and inclusion.
- Provide a safe environment for all employees.
- Leadership has diversity on the agenda in training, internal promotions and celebrations. It is institutionalized in the organization.
- Leaders are diversity role models.

Stage 3 – Momentum – “Line of Departure”

- Charter a great diversity council.
- Diversity becomes an understandable strategy.
- Conduct employee surveys and cultural climate assessments designed to pinpoint areas of growth and opportunity.
- Diversity training is effective.
- Cultural competence is known and understood by senior leaders.
- Principles of diversity are supported and understood.
- Planned recruiting and retention diversity efforts.
- Leadership is respected for leading diversity initiatives.
- Have and effectively utilize diversity champions.

Stage 4 – Breakthrough! – “Line of Contact”

- Tie diversity training to leadership.
- Sustained commitment to diversity.
- Diversity goals are in place, communicated, measurable and everyone is held accountable.
- Leadership team members understand and are role models of diversity.
- Ongoing education is in place for growth and learning.
- Diversity is engrained in the philosophy of the corporate culture.
- Only hiring and promoting leaders who are committed to diversity.
- Great relationships with all segments of the community.
- Significant mentoring initiative.
- Noble passion for people.

“Commitment is what transforms a promise into reality. It is the words that speak boldly of your intentions. And the actions which speak louder than the words. It is making the time when there is none. Coming through time after time after time, year after year after year. Commitment is the stuff character is made of; the power to change the face of

things. It is the daily triumph of integrity over skepticism.” Commonly attributed to Abraham Lincoln or Shearson Lehman (American Express) or anonymous.

STATE JOINT DIVERSITY COUNCILS

Diversity councils are essential in developing, implementing and maintaining strategic diversity processes for the organization's success. The role of a diversity council is to effect culture change by establishing processes and practices that are sustainable and coincide with the bottom line for the long term. (The Equal Opportunity and Diversity Council is Nebraska's joint diversity council, consisting of representation from the Air National Guard, Army National Guard and the Nebraska Emergency Management Agency (NEMA).)

Diversity councils are responsible for:

- Aligning diversity with the National Guard's strategic goals.
- Integrating diversity into the fabric of the organization.
- Promoting fluid communication throughout the organization.
- Providing visionary strategies in the areas of recruitment, retention, engagement and productivity.
- Encouraging leadership development through diversity practices and processes.
- Improving mentoring relationships in force development.

Tips to launch a diversity council:

- Ensure adequate representation across functional areas.
- Strive to have a team truly committed to championing diversity from all levels in the organization.
- Designate an effective facilitator to lead meetings.
- Have a clear mission linked to the unit's goals.
- Establish and monitor metrics on a regular basis.



THE NIGHT WITCHES:

THE FEMALE FIGHTER PILOTS OF WORLD WAR II

By SFC Jenna Schneider

"We simply couldn't grasp that the Soviet airmen that caused us the greatest trouble were in fact women. These women feared nothing. They came night after night in their very slow biplanes, and for some periods they wouldn't give us any sleep at all." Hauptmann Johannes Steinhoff, Commander of II./JG 52, Oak Leaves to the Knight's Cross, September 1942.

In 1933, Marina Raskova became the first woman to become a navigator in the Soviet Air Force. She later set a world record for a non-stop direct flight by women when, along with two other women, flew an Ant-37 – a converted DB-2 long range bomber - aircraft named Rodina (Russian for "Motherland") over 4,000 miles. When the flight was finally complete, it had taken a total of 26 hours and 29 minutes.

On June 22, 1941, Nazi Germany declared war on the Soviet Union. While both men and women went to join in the fight for their country, most military officials at that time rejected women without exception. During this time, Raskova was already a Major in the Soviet Air Force. Seeing an opportunity, she led a campaign in support of women's desire to defend their country. Because of Marina's accomplishments and vision, she was able to help persuade Soviet leader Josef Stalin to allow the formation of three regiments of female combat pilots in the summer of 1941. The 586th Women's



Plane: "Po-2" by Douzeff - Own work. Licensed under CC BY-SA 3.0 via Wikimedia Commons - <http://commons.wikimedia.org/wiki/File:Po-2.jpg#mediaviewer/File:Po-2.jpg>



Senior Lieutenant Yevgeniya Rudneva, air navigator.

Fighter Regiment, the 587th Women's Day Bomber Regiment and the 588th Women's Night Bomber Regiment comprised of pilots, mechanics and other ground staff, were ALL female.

The 588th Regiment, with Roskova at its helm, was composed entirely of women, most of whom were barely 20

years old. They began their training in Engels, a small town north of Stalingrad. These women flew their first bombing mission on June 8, 1942. Their target was the headquarters of a German division. The mission was a success, but one plane was lost. The women of the 588th Regiment fought non-stop for months, flying up to 18 missions a night. They flew obsolete Polikarpov Po-2 wooden biplanes that were otherwise used as trainers. They could carry bombs that had to weigh less than a ton altogether. Nadezhda (Nadia) Popova, one of the first women to volunteer was quoted, "It was a miracle we didn't lose more aircraft. Our planes were the slowest in the air force. They often came back riddled with bullets, but they kept flying." The 588th was so successful and deadly that the Germans came to fear them, calling them *Nachthexen*--Night Witches.

"Nobody knows the exact date when they started calling us 'Night Witches.' We were bombing the German positions every night, so the Germans began saying these are 'Night Witches' because it seemed impossible to kill us or shoot us down." Senior Lieutenant Serafima Amosova-Taranenko.



"Nadezhda Popova" by Kremlin.ru. Licensed under CC BY 3.0 via Wikimedia Commons - http://commons.wikimedia.org/wiki/File:Nadezhda_Popova.jpg#mediaviewer/File:Nadezhda_Popova.jpg



BOOK REVIEW:

FIERCE CONVERSATIONS:

ACHIEVING SUCCESS AT WORK & IN LIFE, ONE CONVERSATION AT A TIME

Written by Susan Scott; Berkley Books
Review by LaVonne Rosenthal

*Beliefs determine how
you feel and therefore
what you do.*

The cover of this national bestseller immediately defines “fierce” as “robust, intense, strong, powerful, passionate, eager, unbridled.” The intention of this book is not to teach you how to have ferociously fierce, angry or aggressive conversations. Readers of the book will find step-by-step instructions on how to have productive conversations that they may otherwise have been avoiding in the past. Examples of non-productive interactions between bosses and employees allow us a glimpse of what errors we may have made in past conversations – if we’re honest with ourselves. Beyond the criticism and critique of what doesn’t work in our daily interactions, the author’s *Confrontation Model* provides a checklist of how best to “confront tough issues with courage, compassion and skill.” Following is the model:

1. Name the issue.
2. Select a specific example that illustrates the behavior or situation you want to change.
3. Describe your emotions about this issue.
4. Clarify what is at stake.
5. Identify your contributions to this problem. (Yes – you read that correctly: identify your own contributions to the problem.)

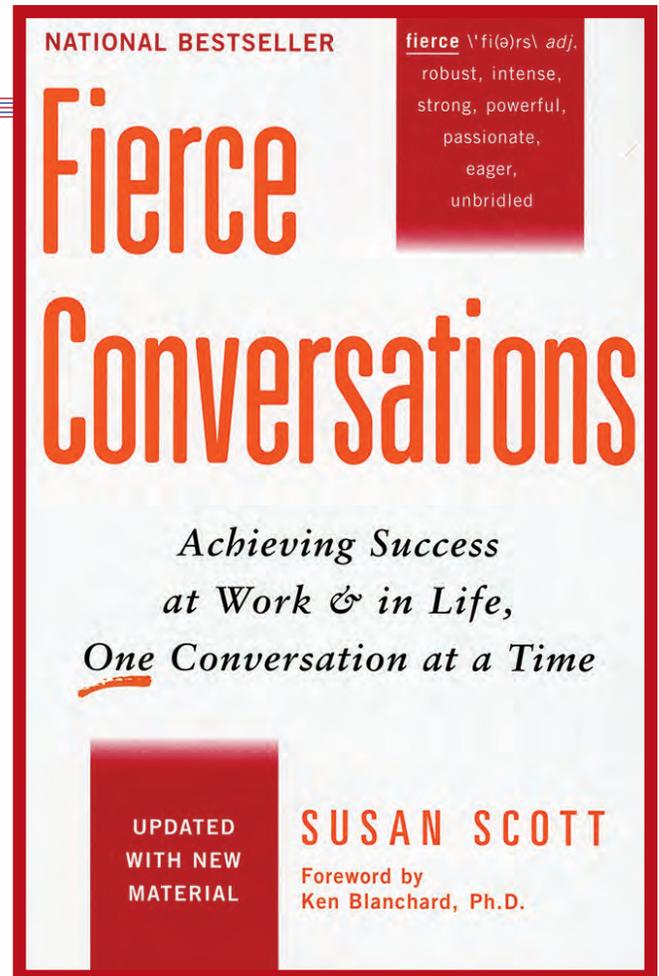
6. Indicate your wish to resolve the issue.
7. Invite your partner to respond.

In a perfect world, this type of conversation would go smoothly and everyone involved would smile, shake hands and have a positive change in behavior from this day forward. In reality, this model may need to be repeated several times for everyone involved (including the person initiating the conversation) to truly create lasting improvement in interpersonal communication.

I was introduced to this book by SMSgt Stuart Stofferahn through his wealth of reading and research for the *Leadership Enrichment and Development (LEAD)* course. Another model that Stuart frequently emphasizes in his presentations is *Mineral Rights*, “mining for clarity, improved understanding and impetus for change.” These steps are similar to the *Confrontation Model* above, yet take out the emotions, look at the future and clarify a commitment to action. They are:

1. Identify your most pressing issue.
2. Clarify the issue.
3. Determine the current impact.
4. Determine the future implications.
5. Examine your personal contribution to this issue.
6. Describe the ideal outcome.
7. Commit to action.

Taken out of the full context of the book, application of these two models could





SEWARD ARMORY – TRANSFORMATION

By Gerald “Jerry” D. Meyer, Historian

A CENTURY OF SERVICE -- Nebraska National Guard -- 1855-1955

SUPPORT YOUR NATIONAL GUARD

Vacancies now open in the Seward Guard For Young Men, 17 to 18½, and Veterans!

SIX-MONTH ANNUAL APPROPRIATION Spent in Salaries, Supplies, Maintenance Locally

The Local Guard Deserves Your Support

CONSTRUCTION OF SEWARD'S NEW NATIONAL GUARD ARMORY is underway at a cost of \$210,000. The Armory will be headquarters for local units, Headquarters & Headquarters Company, 2nd Battalion, 134th Infantry. Completion of the Armory is expected by October, 1956.

<p>YOUR NATIONAL GUARD NEEDS</p> <p>MEN</p> <p>Men of Military Age now have a wonderful opportunity to join the Seward Guard.</p> <p>Rolsmeier</p> <p>Pharmacist • Barber • Hairdresser • Beauty Parlor</p>	<p>YOUR NATIONAL GUARD NEEDS</p> <p>SUPPORT</p> <p>Encourage Young Men of the Community to Join the Seward Guard.</p> <p>Chas. Graben</p> <p>Firearms • Ammunition</p>	<p>THE NATIONAL GUARD NEEDS</p> <p>THE INDIVIDUAL</p> <p>Guard members have an Honor during their spare time—like a Job!</p> <p>Brockhoff Drug Co.</p> <p>The Retail Store</p>	<p>THE NATIONAL GUARD NEEDS</p> <p>THE COMMUNITY</p> <p>Guard Units work in their Community in Cases of Emergencies.</p> <p>Modern Shoe Repair</p>
<p>YOUR NATIONAL GUARD SERVES</p> <p>THE NATION</p> <p>Guardmen stand ready to serve their Country in any emergency.</p> <p>Al's Service</p> <p>Shirts & Coat Your Products</p>	<p>YOUR NATIONAL GUARD INCLUDES</p> <p>FRIENDS & NEIGHBORS</p> <p>Men of military service and their families make up the Seward Unit.</p> <p>Rupp & Co.</p> <p>Hardware, Plumbing & Heating</p>	<p>THE NATIONAL GUARD BRINGS</p> <p>EXTRA INCOME</p> <p>The Community Benefits from the added income the Guard brings.</p> <p>Heumann's</p> <p>Bar • Restaurant • Parlor</p>	<p>THE NATIONAL GUARD PROVIDES</p> <p>USEFUL TRAINING</p> <p>Your Young Men gain Valuable Training and Leadership Qualities.</p> <p>Seward Recreation Cen.</p>
<p>YOUR NATIONAL GUARD OFFERS</p> <p>RETIREMENT BENEFITS</p> <p>Members in the Seward Guard are eligible for Retirement and Fringe Benefits.</p> <p>Kolterman's</p>	<p>Young Men! Your Future Lies In</p> <p>THE NATIONAL GUARD</p> <p>You, who have a Military Obligation at the age of 18, can fulfill your obligation with honor in the Seward Guard. You receive an education in your spare time, you stand with your Friends and Neighbors. Who don't you step in at Guard Headquarters in the Seward City Auditorium?</p> <p>BOYS, GET FULL INFORMATION WITH NO OBLIGATION</p> <p>DON'T WAIT UNTIL IT'S TOO LATE CHECK INTO YOUR FUTURE NOW!</p>		<p>YOUR NATIONAL GUARD OFFERS</p> <p>EDUCATION</p> <p>Excellent opportunities for study in the Guard enhance a Man's Civilian career path.</p> <p>Jones National Bank</p>



Advertising supporting the Seward unit, October 26, 1955
(Seward Independent)

New Armory Work Begins at Seward was the headline of the October 26, 1955, *Seward Independent* newspaper. “The location of the old city park west of 8th and Jackson Streets is being transformed into a 133’ x 102’ building for Headquarters and Headquarters Company, Second Battalion of the 134th Infantry Regiment. The building will be built by Beall Construction of Lincoln for an estimated cost of \$210,000 and will be completed in the fall of 1956.”

State Adjutant General Will Dedicate New Seward Armory Saturday Afternoon was the headline of the *Seward Independent* newspaper February 27, 1957. The story read: “Captain Willis Heyen, commanding officer of the Headquarters and Headquarters Company, 2nd Battalion, 134th Infantry led the ceremony. Several Seward dignitaries were included: Paul Bek, Seward City Attorney and John Cattle, Chamber of Commerce Welcome Committee. Several military dignitaries were included: LTC Milton Maurice, 2nd Battalion Commander and COL William Bachman, 134th Infantry Regiment Commander and Major General Guy Henninger, Adjutant General. State Senator Fay Wood of Seward also spoke to the gathered crowd of hundreds. Following the afternoon ceremony an evening dance was held in the new facility.”

Fast forward to 2014. Construction is under way to transform the 1950s armory into the new home of the Nebraska National Guard Museum. Phase I of the project, to refurbish the lower

bays and range room into storage and work areas, has been completed. Phase II is currently underway (as of this writing – January 2015) to complete the upper areas of the armory (assembly hall, rooms, etc.) into space for displays, theater, a learning center, library, conference room and offices. Expected completion date is June 2015, with a building dedication set for July 4, 2015 during the Seward Fourth of July festivities, which draws over 45,000 people to the community of 7,000 every year. Phase III will include over \$2,000,000 in private/corporate donations to construct state-of-the-art displays to house some of the 11,000 artifacts that tell the story of the Nebraska Army and Air National Guard. Phase III will be dedicated on July 4, 2016.

Some of the highlights of Phase III include:

1. Front entryway changed to visitor kiosk and gift shop.
2. North classrooms will become a theater and *I Am the Nebraska National Guard* exhibit.
3. The northwest classroom will house the Weapons Display area.
4. West classrooms will highlight the *Cornrow to Hedgerows* life-sized exhibit featuring a walk through of a French hedgerow depicted in the famous 134th painting.
5. South classrooms will house the library and conference room.
6. The kitchen will become a break area designed as a 1940s-themed malt shop.

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Seward Armory continued from page 8

7. The Main Assembly Hall will house the chronological history of the Guard including the Indian War, Civil War, Philippine Insurrection, Mexico Border, World War I (to include a life-sized trench walk-through), Between the Wars, World War II, Cold War, Domestic Operations, Air Guard, Operation Iraqi Freedom / Operation Enduring Freedom, deployments, etc.
8. The Learning Center will feature a classroom on the main floor that utilizes state-of-the-art teaching technology.
9. The exterior work will feature static displays from the Arsenal (M4 Sherman, M60 Main Battle Tank (MBT), M59 and M113 Armored Personnel Carrier (APC)) on angled pedestals. Another feature will be a memorial of the 70th anniversary of the founding of the Nebraska Air Guard that will be built by Hughes Brothers, Inc., in Seward. It will be located directly in front of the museum with the M4 Sherman. On the north side of the building will be a memorial to the fallen and a place of reflection. Additional parking will be located in the current west side entrance to the bays.



Expanding the entrance for the kiosk, double doors, and gift shop at the NENG Museum, October, 2014

Upon completion of Phase III in July 2016, the museum will be ready for over 30,000 patrons to visit yearly. There will also be opportunities available for current and retired Guard members to visit and help the museum tell the story. The museum has incorporated ideas and technologies from highly successful museums and created ties to them through the process of designing and building this state-of-the-art facility.

From 1955-2014, the Seward Armory served the Nebraska National Guard as a part of the Seward community and home to several units. Today, the armory is being transformed into an example of how National Guard museums are designed and built to tell their history.



The Night Witches continued from page 6

During this time, not only did these women have to fight the enemy, but they had to deal with resistance to the idea of women combat pilots from their male counterparts. In spite of all this, they kept flying and working. The female mechanics had the demanding task of keeping these archaic planes flying. The winter of 1942 was brutally cold, with temperatures as low as -54 degrees F. One night in March of that year, these women were called upon to save the aircraft from being blown over by the strong winds. Several women laid on the wings and the horizontal stabilizers of each plane, using their body weight to keep the planes on the ground.

The Night Witches practiced what is known as harassment bombing, which usually consisted of flying to enemy encampments, airfields or other enemy targets during the night and bombing them. These raids made rest for the enemy troops difficult, as well as left them feeling very insecure. Roskova, along with her "witches," developed the technique of flying close to their intended targets, then cutting their engines. They would glide silently to their intended targets and release their bombs, after which restarting their engines and flying away. The first warning that the Germans had of the imminent raid was the sound of the wind against the wing bracing wires of the Po-2s, and by then it was too late.

The top speed of the Po-2 biplane was 94 mph. This is slower than even most World War I fighters and left them very vulnerable to enemy night fighters. But the Night Witches learned their craft well. The Po-2 may have been very slow, but it was extremely maneuverable. When a German Me-109 fighter would try and head off these planes, the Night Witches would throw their biplanes into a tight turn at an airspeed that was below the stalling speed of the German's aircraft. This forced the German pilots to make a wider circle in order to come back for another shot at the Po-2. They were met with this same tactic over and over and many of the Witches were able to fly so low to the ground that they were hidden by hedges. The German pilots would become so frustrated that they would simply give up and leave.

After the war, a number of the women continued to fly, some as test pilots. In spite of the danger and their heavy losses, most of the women later described their combat experiences as the most exciting time of their lives.

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2014 UNITY DAY CELEBRATION

By *LaVonne Rosenthal*

On December 3, 2014, ordinary tables were transformed into representations of 17 different countries and cultural organizations, along with personal collections of high school yearbooks and holiday décor. Sounds of a steel drum provided by MAJ Eric Baptiste as part of his display from Trinidad and Tobago were heard throughout the Joint Force Headquarters (JFHQ) Atrium as novices picked up the drumsticks and struck a few musical notes.

SSG Lillie Chambers, the powerful force behind Mom's Food Pantry of Bennet, shared her motivation for beginning this valuable community service. She told stories of families and individuals who benefited from a one-time offer of food, clothing and even denture paste. Donation boxes for Mom's Food Pantry were placed in the atrium and filled to overflowing. These donations were used for 2014's Santa's Overflow. The motto of Mom's Food Pantry – always receiving, always giving – speaks volumes about Lillie and the support she receives from her family, friends and the community as a whole to help others.

2LT Jessica Pan (China), Maureen Brase Houchin (Japan) and CW2 Hunter Isley (Vietnam) were identified as award winners for their cultural displays enhanced by the sharing of personal stories. Diane Conley from the Nebraska State Patrol was also recognized for elaborately decorating three tables, one of which was beautifully filled with her personal collection



of Santa Claus figurines from around the world.

Positive feedback was received by many attendees as they were able to view the displays for three days, giving them ample time to learn more about different cultures and their co-workers.

Thank you to everyone who decorated a table, those who attended SSG Chambers' presentation and all who wandered the JFHQ Atrium to gain more insights into the diversity of the Nebraska Military Department.



*Steel drum from
Trinidad/Tobago*



OMAHA, NEBRASKA TRIVIA

- Omaha's Henry Doorly Zoo, originally named Riverview Park Zoo, was founded in this year.
 - 1898
 - 1896
 - 1894
 - 1892
- Responsible for persuading the City of Omaha to build a baseball stadium, Johnny Rosenblatt also held this position.
 - Mayor of Omaha
 - CEO of Woodmen of the World
 - Chairman of the Board for ConAgra
 - Chancellor, Bellevue University
- Name the world's fair-like event that drew more than two million people to Omaha in 1898.
 - The International Exposition
 - The Trans-Mississippi and International Exposition
 - The Great Exposition
 - The Gateway Exposition
- What is considered the deadliest natural disaster in Nebraska's history?
 - Tornado of 1975
 - Great Flood of 1881
 - 1997 Western Plains Winter Storm
 - Tornadoes of 1913
- What part of Omaha was also known as "The Magic City?"
 - Ralston
 - South Omaha
 - North Omaha
 - Bennington
- "Sheelytown" was a neighborhood in South Omaha made up of predominately what ethnicity?
 - Irish
 - German
 - Mexican-American
 - Czech
- Fort Omaha is perhaps most notable as the site where what event took place?
 - Custer was killed
 - The Louisiana Purchase was signed
 - Chief Standing Bear was held prior to his 1879 trial
 - Housed prisoners of war during World War I
- The Herndon House, later known as the International Hotel, became headquarters to what famous Omaha company?
 - Berkshire Hathaway
 - ConAgra
 - Mutual of Omaha
 - Union Pacific Railroad
- For more than a hundred years, these Omaha stores were considered a cultural institution, with its flagship store acting as a cornerstone of the city's booming downtown (and its closing signaling the decline of downtown).
 - Woolworths
 - Brandeis
 - Montgomery Wards
 - Gold's

Trivia Answers on page 18

Fierce Conversations continued from page 7

be haphazard and unproductive. My recommendation is to read the book to gain a full understanding of these tools along with many others before applying them to a workplace relationship. This nonfiction tome is a fairly easy read, with stories of success and failure in interpersonal relationships. One of the early descriptions of a fierce conversation is "one in which we come out from behind ourselves into the conversation and make it real." For the faint of heart who may not be fully prepared to face a negative situation with "moral courage, clear requests and taking action," this book may not be for you. For others who want to interrogate reality, this book will confidently guide you through three stages:

- Identify the issue on the table, and if you have a solution in mind, make a proposal.
- Check for understanding.
- Check for agreement.

Authenticity is not something you have; it is something you choose.

I started reading this book in July 2014, and easily picked up where I left off in November. As I wrote this article, I reviewed the notes I took on ideas that struck a chord with me months ago.

I'm reminded of the value of confronting tough issues as I noted the four purposes of confrontation:

- Interrogate reality.
- Provoke learning.
- Tackle tough challenges.
- Enrich relationships.

Those four purposes are enough to inspire leaders at all levels of this organization to check out *Fierce Conversations*, and through application of its principles, begin to change our culture into one that encourages shared learning so that our diverse relationships can be enriched.





Review by *Alisia LaMay*

RESTAURANT REVIEW: HIRO 88

601 R Street, Suite 100; Lincoln, NE 68508; 402-261-9388

Hours: Sunday thru Tuesday from 11:00 am – 10:00 pm; Wednesday & Thursday from 11:00 am – 12:00 am;
Friday & Saturday from 11:00 am – 1:00 am

<http://wh.hiro88.com/> - <http://wh.hiro88.com/dinner-menu/>



With the new Haymarket additions and all of the diversity that was created on Canopy Street, Hiro 88 is by far one of my favorite restaurants. It is classified as a Pan-Asian restaurant with a more upscale atmosphere, but I would say that it has a more comfortable and relaxing feel. Hiro 88 is well known for their sushi but it covers even the most skeptical diner's palate with award winning Chinese food and leaves them full and happy with every visit. I took not only my husband to Hiro 88, who's first question is always, "Do they serve anything cooked?" but my children (ages 10 and 12) there as well. All were happy and I promise you, they did not leave hungry!

Although the atmosphere is more upscale when compared to some other venues in the area, their prices are not what you would expect, especially if you go during happy hour. They have a fantastic selection of wine, beer, mixed drinks and you can't forget the sake. However, happy hour doesn't stop there. They also boast very sensible prices on sushi and appetizers during happy hour. Happy hour is Monday through Friday afternoons from 3:00 p.m. to 6:00 p.m., with an additional 10:00 p.m. to 12:00 a.m. on Wednesday, Thursday, Friday and Saturday and all day on Sundays.

We have eaten there for both lunch and dinner and Hiro 88 did not disappoint. The fresh sushi was wonderfully prepared, and you can watch them make it behind the glass counters in the back of the restaurant. The noodles, rice and all cooked food was fantastic and due to the fact that I have a peanut allergy, the staff was very accommodating and careful with their preparation and presentation, making sure everything was okay for me to eat. The owner is also a focal point in the establishment, walking around, greeting customers and taking time to converse about your visit.

In my opinion, Hiro 88 is worth your time and money for wonderful food with a relaxing and classy atmosphere. Go as a family, a group of friends or take your special someone and be ready to enjoy yourself. Treat yourself to some appetizers, traditional rolls and a good drink and go from there!





WEBSITE REVIEW:

NATIONAL WOMEN'S HISTORY MUSEUM (NWHM)

<http://www.nwhm.org>

Review by Pam Makovicka

The NWHM website is visually pleasing and easy to use. It is a combination of historical and recent facts provided by the National Women's History Museum. The very top shows an area for searching the website to provide you easy access to the contents. In the About Us area the founder of the National Women's History Museum, Karen Staser, has the following quote: "A better world awaits the generation that absorbs what women and men have to share about life from a joint perspective. Together, all things are possible." Women's contributions and accomplishments for the most part have been overlooked and omitted from mainstream culture. This museum and website is one way of spreading the knowledge and information to the public. The website has a board of directors, an advisory council and ambassadors.

The NWHM website's mission statement tells us they are here to educate, inspire, empower and shape the future by integrating women's distinctive history in the culture and history of the United States. "The museum researches, collects and exhibits the contributions of women to the social, cultural, economic and political life of our nation in the context of world history. The museum will use innovative and engaging means including permanent and online exhibits, educational programs, and outreach efforts to communicate the breadth of women's experiences and accomplishments to the widest possible audience. The sharing of this knowledge will illuminate and encourage women and men, people of all classes, races and cultures to move into the future with respect, equal confidence, greater partnership, and opportunity." Their

mission is to "... build the first ever national museum in Washington, D.C., dedicated exclusively to women's history. It will be centrally located near the world's most prestigious museums and monuments in our Nation's Capital."

When opening the website one of the rotating items you are greeted with is an eye-catching notice titled "Legislation Passes Congress: A Win For All Women."

In addition, there is a map that shows the members of Congress who support NWHM. Nebraska had three of their five members vote to support NWHM. In this area it provides space to write to these Congressional members. The most interesting thing I noticed was the video of young girls saying "don't tell me I can't." They explain why women from early history refused to be told they could not accomplish what they wanted to do.

The website is easy to read and provides many interesting articles. I found the online exhibits to be very interesting, from *Game Changers: American Women and Sport*, explaining the history

of women in sports, the *Title IX of the Education Amendment of 1972* to the *Pathways to Equality: United States Women's Rights Movements*. The Education and Resources section is a great area for finding historical biographies about women and lesson plans for educators of young students. The video area has many treasures, including *The History of Winter Holidays* and *New Order: A Change For Women In The Military*.

After reviewing this website I would highly recommend that you take a look. It will provide you with food for thought and messages to pass on to the younger generation.





SEP MEMBER HIGHLIGHT

SFC DOUGLAS D. STEPHENS

92nd Troop Command Readiness Non-commissioned Officer (NCO)



Front - Ellinanab, Marcus, Akleelab; Back Row - Taylor, Doug, Amber, Abby

I joined the Nebraska Army National Guard on October 26, 1990.

After I attended Basic Training at Ft. Sill, Oklahoma, and graduated in February 1991, I went directly to Ft. Knox, Kentucky for my Advanced Individual Training (AIT).

Upon enlisting, I started as a Tank Hull Mechanic and was assigned to Delta Company 1/195th in Wahoo, Nebraska. I spent four years there until I transferred to "B" Company (Maintenance) in Lincoln, Nebraska. I stayed with "B" Company as it transitioned to 267th Maintenance Company.

In 1994 I graduated from the University of Nebraska-Lincoln

with a degree in Secondary Education and a minor in Trades in Industry. With this degree I became a high school industrial technology teacher in a small school in Iowa for five years, went into industry as a design engineer for two more years, before going back to secondary education at Omaha North High School. I taught at Omaha North High from 2002 to 2008. During this period I became certified in Project Lead the Way curriculum. Project Lead the Way is a nationally recognized curriculum that high school students can take for college credit.

From December 2003 through February 2005, I deployed to Iraq with the 267th. During my time with the 267th I traveled to Germany on three different occasions, spent several Annual Trainings in Custer State Park in South Dakota and at Ft. Carson, Colorado.

I left the 267th to become an instructor at 1/209th Regional Training Institute (RTI) in Ashland, Nebraska. At this point I left my civilian career as a high

school teacher and became a full time member of the Nebraska Army National Guard. I spent three years at the RTI and was able to teach in Egypt during this period as well as Ft. Riley and Camp Ashland.

In January 2011, I was promoted to Sergeant First Class and returned to the 267th as a Readiness Noncommissioned Officer (NCO). During my two years at the 267th, I went to Letterkenny Army Depot, and El Salvador, while also preparing the unit for five Overseas Deployment Trainings (ODT) during a five-month period. At the conclusion of the last ODT I was transferred to 92nd Troop Command and have been there ever since.





AGENCY SPOTLIGHT

NEBRASKA ARMY NATIONAL GUARD MEDICAL DETACHMENT (MED DET)

The state medical detachment will plan, program, provide and sustain health force protection and medical/dental support to ensure medical readiness, operations, training, mobilization and demobilization of Army National Guard (ARNG) units. In accordance with (IAW) the Health Insurance and Portability and Accountability Act (HIPAA), Medical Detachment (MedDet) maintains and manages electronic healthcare records of Soldiers and units. It oversees the transfer and transition of Soldier healthcare information between units, civilian medical organizations and federal agencies, and operates in a medical advisory role to the Joint Force Headquarters (JFHQ) and The Adjutant General. When directed, Med Det will augment a state Joint Task Force (JTF) in a medical advisory role during state active duty events, Title 32 emergencies and JTF actions.

Detachment 3, Headquarters (HQ) State Area Command (STARC) Nebraska (NE) ARNG was established in 1996 as a Detachment of the Nebraska National Guard Headquarters STARC to provide medical coverage and oversight for Soldiers within the NE ARNG. The average of annual physicals performed was 600 per year.

AGENCY SPOTLIGHT

We are pleased to continue our series of articles titled, Agency Spotlight. The purpose of these articles is to learn about the different units, offices and agencies within the Nebraska Military Department and those closely associated with it.

On 28 December 2001, Detachment (Det 3) HQ STARC was reorganized to NE ARNG Medical Command and continued the mission of providing medical coverage and oversight for Soldiers within the NE ARNG. In addition, Medical Command completed Soldier Readiness Processes (SRP) on over 90% of the NE ARNG.

In May 2007, NE ARNG Medical Command was reorganized to the NE ARNG Medical Detachment. The mission for the Medical Detachment was modified to better support returning Soldiers from the theatre of operation by conducting Periodic Health Assessments (PHA) and Post Deployment Health Reassessments (PDHRA) to ensure Soldiers are ready to deploy or receive the proper medical care upon return.

The Medical Detachment conducts the PHA process on 100% of the NE ARNG annually, including required immunizations, laboratory tests and physicals. The NE ARNG Medical Detachment is the only ARNG unit throughout the 54 states and territories who provide these expansive services to the service members in the NE ARNG.



A Leader's Guide to Diversity continued from page 5

Recommendations for a successful state joint diversity council:

VISION: To achieve an organizational culture where diversity is valued as a personnel readiness, combat multiplier that is critical to mission readiness.

MISSION STATEMENT: Create and sustain an organization that is dedicated to mission effectiveness, valuing diversity and ensuring each individual has the opportunity and means to reach maximum potential.

Roles and responsibilities:

- The Council members will lead by example, applying the vision of the diversity council to their daily activities and work environment.
- All members will treat each other with respect, will attend meetings, be prompt and observe common courtesies of discussion with one another.

- Each member has an equal voice regardless of military rank.
- The committee will be comprised of Army and Air National Guard military and civilian personnel. It will equally represent traditional and full time personnel, as well as enlisted and officers.
- Gender, culture, ethnic, Unit and Wing balance will be maintained. Other members may be invited to observe or participate in committee meetings.
- Council membership will support and align with the NGB, ARNG and ANG Diversity Strategic Plan on Leadership Commitment, Policy, Recruiting and Retention, Training, Career Management and Development, Mentoring and Community Relations.

The committee will facilitate the process of identifying, defining, and addressing diversity issues that affect the readiness of the State, Army and Air National Guard.





MOVIE REVIEW: ST. VINCENT

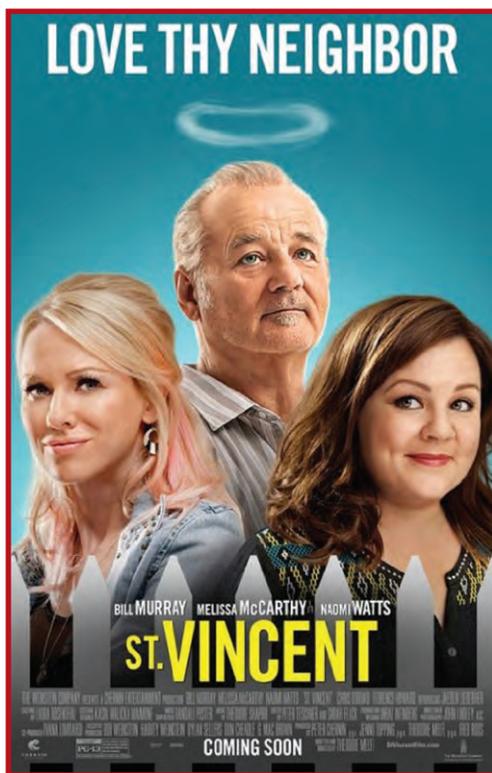
*Director: Theodore Melfi; Writer: Theodore Melfi (screenplay);
Stars: Bill Murray, Melissa McCarthy, Naomi Watts*

Review by SFC David Godoy

On a cold brisk early November evening, my wife and I decided to see the movie *St. Vincent*, which was written, produced, and directed by Theodore Melfi. Now that I am writing this review in mid-December 2014, I am using the aid of Wikipedia and my wife, Terri, to refresh my memory.

The movie starts off with Vincent MacKenna (played by Bill Murray) drinking heavily at a bar and then driving irresponsibly home. He awakes the next day to movers making a commotion, with Maggie Bornstein (played by Melissa McCarthy) of the *Mike and Molly* sitcom) and her son Oliver Bornstein's (played by Jaeden Lieberher) belongings.

The main characters meet and establish the main story lines. Vincent, needing money to pay off his gambling debts, becomes Oliver's babysitter. Oliver, who is in his preteen years and a somewhat awkward and shy kid, is enrolled in a Catholic school. On Oliver's first day of school, he is instructed by the teacher Brother Geraghty (played by Chris



Vincent is an aging Vietnam veteran who spends his days drinking and gambling. He is in financial ruin, owes a lot of money to his bookies and for

medical expenses. Throughout the movie Vincent visits a lady at a nursing home. He always dresses up as a doctor which I never quite understood. We later learn the woman is his wife Sandy (played by Donna Mitchell) who has dementia and later dies. During these scenes with his wife, Vincent displays another side of his personality – sensitivity and kindness.

Vincent's girlfriend is a pregnant Russian stripper/prostitute, Daka Paramova

(played by Naomi Watts). Throughout the movie she is a devoted friend to Vincent and later to the Bornsteins. Maggie Bornstein, a radiologist technician, is always working to support herself and Oliver. She is divorced from her husband, and is involved in a legal dispute over custody of Oliver. She is extremely stressed and Vincent is only making it worse. During the trial, she discovers that Vincent and Oliver have been frequenting bars, strip clubs and a race track.

As his time at school continues, we discover Oliver is being bullied by three classmates. Vincent teaches him how to defend himself. This is where the bond between Oliver and Vincent begins to grow.

(played by Naomi Watts). Throughout the movie she is a devoted friend to Vincent and later to the Bornsteins.

Maggie Bornstein, a radiologist technician, is always working to support herself and Oliver. She is divorced from her husband, and is involved in a legal dispute over custody of Oliver. She is extremely stressed and Vincent is only making it worse. During the trial, she discovers that Vincent and Oliver have been frequenting bars, strip clubs and a race track.

The movie mainly focuses on the escapades of Oliver and Vincent. The movie draws to a close, with Brother Geraghty assigning a project to his students to pick out a living person whom they believe should be a Saint. Oliver chooses Vincent. He gives his presentation to the audience of parents, that includes both of his parents and friends of Vincent. Oliver gives a very moving presentation, that seemed to touch members of the theater audience. There were a few more touching moments and plenty of laughs.

In the movie you are not always sure what will happen next. Daka pretends she is ready to give birth and tricks Vincent into showing up for it.

Overall it was a very good movie, and it was made even better by attending on five dollar Tuesdays. I give it three out of five stars.

I believe there were many moments in the movie, some subtle, but nevertheless relevant to our diverse and complicated world. The movie touched on social, racial and religious diversity and countless other issues. It is my opinion that anyone who sees *St. Vincent* will also reflect on the parts that touched them about these issues.





A VIEW OF DIVERSITY FROM WHERE I STAND

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



As an information technology professional I think of diversity like a network. On an information technology network you have many devices. An Apple device has its own operating system and is different from a Windows desktop. A Linux server on the network has its own unique operating system as well. There are many types of devices with many different operating systems on the network and this “diversity of devices” works together to fulfill the mission of the organization that hosts the network. They are different and they each perform an important role. The Voice-Over-Internet-Phone plugs into the network in order to enable voice communications. The multifunction printer provides scanning, printing and fax capability. The desktop computers provide tools individuals need to complete their work (word processing software, spreadsheets and databases). Servers provide services like E-mail, web hosting and security. If we do not have different devices on the network, the mission cannot be accomplished. One thousand desktops without a server or printer is not a functional network.

Like an information technology network, a team benefits from diversity. Different individuals have unique skills that help that “network” of individuals to be an outstanding team.

Lt Col Spencer Hansen
155th Communications Flight Commander
Air National Guard



The men and women in uniform serving the state of Nebraska collectively create a family unit that provides support, celebration, dedication and understanding that rewards the hard work contributed by the Soldiers. Prestige, honor and integrity are legacies of this Soldier community that continue to this day. This well-organized “family unit” encompasses all of these differences. Differences that could possibly lead to conflict within its Soldier community, but instead creates cohesion that meets challenges head on. It allows for diversity to be the customary face above the uniform, producing a standard that is united in diversity: creating an Army of one.

SGT Claire Sandman
Heavy Vehicle Driver & Team
Leader for 1195th Transportation
Company
Army National Guard

Diversity to me entails the respect of an individual’s uniqueness as it relates to their ideology on race, ethnicity, gender, sexual orientation, social and economic status, physical abilities, religion or political beliefs. I tend to surround myself with diverse people; it is important to accept others for who they are.

Kathleen Silva
Emergency Planning
Specialist
Nebraska Emergency
Management Agency





Omaha, Nebraska Trivia continued from page 11

OMAHA, NEBRASKA TRIVIA ANSWERS



1. C. Today's Henry Doorly Zoo was founded in 1894 by the City of Omaha and was known as the Riverview Park Zoo. By 1898 the zoo was home to deer, grizzly bear, two buffalo on loan from Colonel William F. Cody and an additional 120 animals. In 1963, Margaret Hitchcock Doorly donated \$750,000 to the zoo with the condition the zoo be named after her deceased husband Henry Doorly (former Chairman of the World Publishing Company).



- <http://wh.hiro88.com/dinner-menu/>

bond issue to build a new stadium. As Mayor, he received many accolades from his peers and was regarded as one of the "best and most successful mayors" by City Planning Director Alden Aust.



The Trans-Mississippi International Exposition of 1898 held in Omaha from June 1 through November 1, 1898 showcased the developed West from the Mississippi River to the Pacific Coast. During the four month period, over 2.6 million people came to Omaha to view over 100 exhibits. The exhibits featured social achievements, economic productivity and community growth of the western region. Overall, the Expo covered about 108 city blocks. Running concurrently with the Expo was the Indian Congress. This was the largest Native American gathering of its kind and allowed education and cultural exchange between tribes and visitors.



2. A. Johnny Rosenblatt, baseball fan and top outfielder in amateur and semi-pro leagues, was also Mayor of Omaha from 1954 until 1961. Rosenblatt played baseball for nearly 20 years under the name Johnny Ross. During that time he faced Satchel Paige (Negro league pitcher) and in 1927 played an exhibition game with Babe Ruth and Lou Gehrig. In the 1940s he and several local businessmen were looking for an AAA baseball franchise to come to Omaha. At the time Rosenblatt was chairman of the Municipal Stadium Sports Committee and approached the city council on a
4. D. On Easter Sunday of 1913, without much warning, a storm system came through the area producing tornadoes in eastern Nebraska and Iowa. The most destructive tornado destroyed a seven mile path through Ralston and Omaha, killing 101 people. This storm system and all the tornadoes it produced would be responsible for over 160 deaths in Nebraska and Iowa and nearly \$10 million in damage (\$200 million plus, in today's dollars); turning it into the deadliest natural disaster in Nebraska's history. Nebraska Educational Television (NET) News produced a documentary called *Devil Clouds: Tornadoes Strike Nebraska*, that tells the story of the storm.
5. B. South Omaha. Rural until the early 1880s, South Omaha experienced rapid growth and development with the establishment of the stockyard operations. The rate of growth the area experienced when the meat packing and

Continued on page 19



Omaha, Nebraska Trivia continued from page 18

livestock industry came to town earned it the nickname The Magic City. South Omaha was eventually annexed by Omaha in 1915.

6. A. Sheelytown was an ethnic Irish neighborhood in South Omaha. It was located north of the stockyards – from Creighton Street to the north and Vinton Street to the south, and from 24th Street to the east and 35th Street to the west. This area was named after the Sheely Brothers Packing Houses that were built in the area. Sheelytown was annexed by Omaha in 1887.



7. C. Constructed in 1868, Fort Omaha (originally known as Sherman Barracks) is probably best known as the facility where Ponca Chief Standing Bear and his followers were placed under guard while awaiting his landmark trial in 1879. Located on 30th and Fort Streets in Omaha, Fort Omaha was a supply fort, not a defensive fort, and in 1905 became the site for America's first military [observation] balloon school.* The facilities were used over the years to house Naval and Army Reserve units, and is now home to Metropolitan Community College's Fort Omaha Campus.

8. D. Union Pacific Railroad. Built in 1858 and named for naval hero Lieutenant William Lewis Herndon, the hotel sat on the southwest corner of 9th and Farnam Streets; what was then the heart of Omaha's business district. It was "the best" hotel in town and considered possibly one of the finest between Chicago and San Francisco. Its reputation attracted some prominent visitors – P.T. Barnum, J. Sterling Morton, General J.M. Thayer to name a few. In 1870 Union Pacific Railroad (UPRR) leased the building and then in 1875 bought it outright. UPRR vacated it in 1911 and the building was eventually torn down in 1922.



9. J.L. Brandeis & Sons, commonly referred to by Midwesterners as Brandeis, was a chain of department stores located in the Omaha, Nebraska area started by Jonas Leopold Brandeis in 1881.

Brandeis was not just a department store – it was a cultural institution. As Margaret Patricia Killian wrote in her memoir of early Omaha, *Born Rich*, "Shopping in downtown Omaha department stores and shops was not only a pleasure and a satisfaction, but could also have been regarded as a social event."

Brandeis offered everything a shopper might want for a full day of activities. There were nine floors of merchandise, and an auditorium on the tenth floor which offered fashion shows, cooking classes and even dances for teenagers. The store had multiple dining areas for different appetites. There was even an attached theater, where patrons could see plays and, later, big-screen movies.

Brandeis was considered Omaha's tastemaker in fashions, home furnishings and social activities, but the store also reflected the tastes and interests of its hometown. The downtown store often served as a host to local events, its walls acted as a gallery for local artists and institutions, and it sold merchandise created by local artisans to suit local tastes.

*[http://www.omahahistory.org/fort_omaha.htm#Balloon School](http://www.omahahistory.org/fort_omaha.htm#Balloon%20School)
<http://www.nebraskahistory.org/lib-arch/research/manuscripts/business/herndon-house.htm>
<http://www.omahazoo.com/about/history/>
<http://www.omaha.lib.ne.us/transmiss/about/about.html>
http://www.omahahistory.org/fort_omaha.htm
<http://netnebraska.org/basic-page/news/devil-clouds-tornadoes-strike-nebraska>
<http://www.historicomaha.com/chap31.htm>
<http://www.omahahistory.org/programs2.html>
http://en.wikipedia.org/wiki/J._L._Brandeis_and_Sons





BTG
DIVER-CIPE
CORNER

Submitted by
Pam Makovicka

APPLE PIE
ENCHILADAS

My family members are all apple lovers. I make apple cakes, apple bars and apple pies, but this recipe is a hit with the grandchildren. They enjoy helping me make them and really enjoy eating them. It is quick and easy and very delicious. You can add vanilla ice cream on top to make it extra special. Apple Pie Enchiladas are incredibly easy to make and are *Out Of This World Good!*

Note from editor: Take the time to make the filling from scratch - it is delectable!



Enchilada Ingredients

- 1 (21 ounce) can apple pie filling or make your own homemade apple pie filling (see recipe to the right)
- 1 teaspoon ground cinnamon
- 1/2 cup butter
- 1/2 cup white sugar
- 1/2 cup brown sugar
- 1/2 cup water
- 1 teaspoon vanilla
- 6 (8 inch) flour tortillas – both store bought or homemade work well

Enchilada Instructions

1. Spoon about one heaping quarter cup of pie filling evenly down the center of each tortilla. Sprinkle with cinnamon and roll up, tucking in edges. Place seam side down in prepared dish.
2. In a small saucepan over medium heat, combine butter, white sugar, brown sugar and water. Bring to a boil, stirring constantly. Reduce heat and simmer 3 minutes. Remove from heat and stir in 1 teaspoon vanilla.
3. Pour sauce over enchiladas and let stand 45 minutes.
NOTE: Don't rush the 45 minute resting time for the sauce on the enchiladas before baking. This step helps to magically transform the flour tortillas into faux pastry dough.
4. Bake in preheated oven at 350 degrees F for 30 minutes, or until golden.



Homemade Filling Ingredients

- 5 cups peeled and chopped apples
- 1 Tablespoon lemon juice
- 1/2 cup brown sugar
- 1/2 cup white sugar
- 1/4 cup cornstarch
- 1 teaspoon to 1 Tablespoon (personal preference) cinnamon
- 1/4 teaspoon salt
- 2 cups water

Homemade Filling Instructions

Toss the apples with lemon juice and set aside. Combine the sugars, cornstarch, cinnamon and salt in a saucepan. Stir in water and bring to boil for 2 minutes, stirring constantly. Add the apples and bring to a boil again. Reduce heat to medium low and simmer for 10-12 minutes. Cool completely. This mixture will set up as it cools. This makes four cups, enough for two recipes of the enchiladas.

