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WESTERN REGION DIVERSITY

Welcome to the Fall Edition of our Diversity Newsletter which covers several areas of diversity awareness.

Director's Corner

I would like to start by paying tribute to the American worker on Labor Day, which is celebrated the first Monday of September. Labor Day is a federal holiday in the United States. It gives workers a day of rest to celebrate their contribution to social and economic achievements within our country. Responsibility, hard work, sacrifice and looking out for one another is the bedrock this country is built upon. All work merits respect. How we treat all working people is a mirrored reflection of the extent to which we respect ourselves. We should all strive to respect each other with great dignity. This Labor Day, let's remember all those who work; the stay-at-home parents, our teachers and bus drivers, our safety and medical emergency forces, our volunteers, our nation's leaders and all who contribute to keeping our society moving forward.

Our diversity celebration observance will also soon recognize National Disability Employment Awareness Month in October. Employment is a fundamental right for every American, including the millions of people in this country living with disabilities. Those with disabilities play a serious role in creating and shaping the uniqueness of our nation. Their contributions touch us all through personal experience or through that of a colleague, family member, friend or neighbor. We grow stronger as a nation when Americans feel the dignity conferred by having the ability to support themselves and their families through productive work. Disabled people bring with them a special insight into the meaning of life; for they live, more than the rest of us perhaps, in the shadow of great difficulty. If people with disabilities are to become equal partners in our communities, injustices must be eliminated and ignorance and apathy replaced by increased sensitivity and warm acceptance.

During the month of October, let's rededicate ourselves to fostering a work culture that welcomes the skills and



NWS Western Region Director Vickie Nadolski

talents of individuals with disabilities so we can create a better, more inclusive America, one in which every person is rightly recognized for his or her abilities and achievements.

Other observances in the coming months include National Hispanic Heritage Month, American Indian Heritage Month and Veteran's Day. Please take time to learn more about these celebrations.

I wish all a safe and enjoyable Fall Season!

Vickie

Extraordinary People with Disabilities

Jean-Dominique Bauby

Disability: Locked-in Syndrome

Jean-Do was a well-known French journalist, author, and editor of the French fashion magazine ELLE. In 1995 he suffered a massive heart attack, causing him to go into a coma for 20 days. After coming out of the coma, he found himself with a very rare neurological disorder called Locked-in syndrome, in which the mental state is perfectly normal and stable but the body is paralyzed from head to toe. In the case of Jean-Do, he was able to move only his left eyelid.

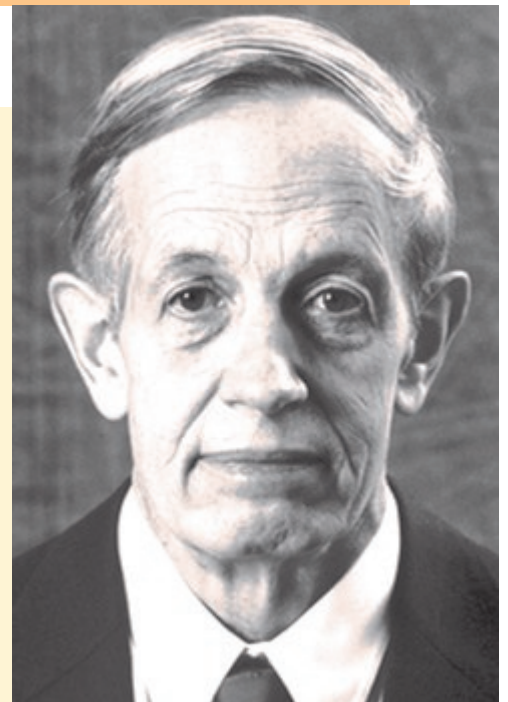
Despite his condition, he wrote the book *The Diving Bell and the Butterfly* by blinking when the correct letter was reached by a person slowly reciting the alphabet over and over again. Bauby had to compose and edit the book entirely in his head, and convey it one letter at a time. To make dictation more efficient, Bauby's interlocutor, Claude Mendibil, read from a special alphabet which consisted of the letters ordered in accordance with their frequency in the French language. The book was published in France on 7 March 1997. Bauby died just two days after the publication of his book.

John Forbes Nash

Disability: Schizophrenia

John Forbes Nash is an Noble laureate American mathematician whose work in game theory, differential geometry and partial differential equations are considered ground breaking. At a young age, he was interested in scientific experiments which he carried out in his room. He studied Chemical engineering, chemistry and mathematics at Carnegie Mellon University. Later he was awarded a Fellowship at Princeton University.

In 1959, John Nash started showing severe signs of paranoia and started behaving erratically. He believed that there was an organization chasing him. In the same year, he was admitted involuntarily to the hospital, where he was diagnosed with paranoid schizophrenia. After treatment, he was again admitted to the hospital; this time voluntarily for 9 years, where he was given shock therapy. After returning from the hospital in 1970, he gradually started recovering. His work was becoming more successful and resulted in various awards and recognition. Prominent among them were the John von Neumann Theory Prize in 1978 and Nobel Memorial Prize in Economic Sciences in 1994. An Academy Award winning film named '*A Beautiful Mind*,' starring Russell Crowe, was made, which was loosely based on his biography.



Extraordinary People with Disabilities

Helen Adams Keller

Disability: Blind and Deaf

Helen Adams Keller was an American author, political activist and lecturer. She was the first deaf and blind person to earn a Bachelor of Arts degree. The story of how Keller's teacher, Annie Sullivan, broke through the isolation imposed by a near complete lack of language; allowing the girl to blossom as she learned to communicate; has become known worldwide through the dramatic depictions of the play and film *The Miracle Worker*. Sullivan taught Helen to communicate by spelling words into her hand, beginning with d-o-l-l for the doll that she had brought her as a present.



A prolific author, Keller was well traveled and was outspoken in her opposition to war. She campaigned for women's suffrage, workers' rights, and socialism, as well as many other progressive causes. In 1920, she helped to found the American Civil Liberties Union (ACLU). Keller and Sullivan traveled to over 39 countries, making several trips to Japan, and becoming a favorite of the Japanese people. Keller met every US President from Grover Cleveland to Lyndon B. Johnson, and was friends with many famous figures, including Alexander Graham Bell, Charlie Chaplin, and Mark Twain.

Stephen William Hawking

Disability: Motor Neuron disease or a variant of ALS (Amyotrophic Lateral Sclerosis)



Stephen William Hawking is a British theoretical physicist, whose world-renowned scientific career spans over 40 years. His books and public appearances have made him an academic celebrity and he is an Honorary Fellow of the Royal Society of Arts, a lifetime member of the Pontifical Academy of Sciences, and in 2009 was awarded the Presidential Medal of Freedom, the highest civilian award in the United States.

Stephen Hawking is severely disabled by motor neuron disease, likely a variant of the disease known as Amyotrophic Lateral Sclerosis (or ALS). Symptoms of the disorder first appeared while he was enrolled at Cambridge, where he lost his balance and fell down a flight of stairs, hitting his head. Worried that he would lose his genius, he took the Mensa test to verify that his intellectual abilities were intact. The diagnosis of motor neuron disease came when Hawking was 21; shortly before his first marriage; and doctors said he would not survive more than two or three years. Hawking gradually lost the use of his arms, legs, and voice, and as of 2009 was almost completely paralyzed.

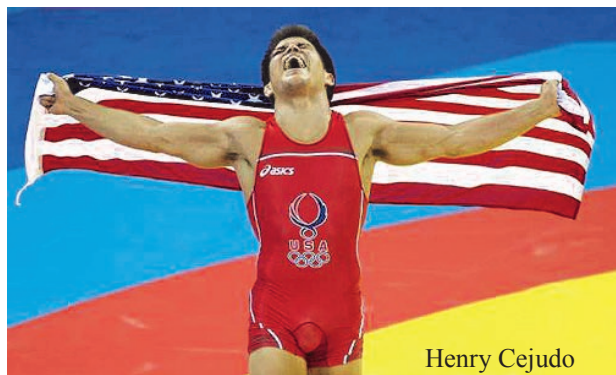
National Hispanic Heritage Month 2012

Keeping the Founders' Promise

By Carol Ciliberti Smith: WR Diversity Action Committee, Hispanic Special Emphasis Program Manager

Hispanic Heritage month is observed each year from September 15th through October 15th in recognition of the historic and cultural contributions of Hispanic Americans to the United States. This year more than 3,000 Hispanic leaders from around the country will gather in Washington D.C. to celebrate Hispanic Heritage Month, in an event hosted by the Congressional Hispanic Caucus Institute (CHCI). CHCI has named this year's theme: ***CHCI at 35: Keeping the Founders' Promise***. The organization has worked for 35 years providing programs to empower young Latinos, with the goal of developing a new generation of leaders. The purpose of the conference is to promote awareness of current events affecting Latino Americans, and to raise funds to "continue and expand opportunities for the next generation of Latino leaders".

Some highlights of the event will include a panel discussion entitled "Latino in America: Past, Present and Future", including speakers from several generations. The focus will be on past and present accomplishments by Latino American leaders, and an exploration of what lies ahead for our nation and the ongoing effort to unify our diverse communities. The panel moderator will be Fox News Analyst Juan Williams, with speakers including civil rights activist Dolores Huerta, and Henry Cejudo, a former Olympic Gold Medalist in wrestling. Cejudo exemplifies the American success story, having been raised in some of the poorest neigh-



Henry Cejudo

borhoods of the American Southwest by a single, Mexican American mother. His Olympic gold medal won in 2008, catapulted him to fame and since then he has used his celebrity status to help others. He volunteers at the Phoenix Children's Hospital, and actively participates in Beat the Streets- a program that supports young people from very poor neighborhoods in New

York City by providing after-school wrestling programs.

Another panel discussion will feature Latina pioneers, highlighting the accomplishments of several trailblazing Latinas who have broken down doors to become the first Cuban, Mexican, and Puerto Rican women to serve in Congress. The first Cuban woman in congress was Ileana Ros-Lehtinen of Florida. Ros-Lehtinen was born in Havana, Cuba and immigrated to the United States at 7 years of age. Since her election to the Florida House of Representatives in 1989, she has been a champion of education, and serves on the Foreign Affairs and Government Operations Committees.

The first Mexican-American woman to be elected to the U.S. Congress was Lucille Roybal-Allard. Since her election to the California State legislature in 1992, Roybal-Allard has been a strong advocate for women's rights and environmental reform. She has been commended by many groups for her leadership, including the California Sierra Club, which presented her with its first Legislative Environmental Achievement Award, and the California chapter of the National Organization for Women (NOW), which named her "Legislator of the Year" in 1991.



Lucille Roybal-Allard

Nydia Margarita Velázquez has been the U.S. Representative for New York's 12th congressional district since 1993. Velázquez was raised in a family of nine children in Puerto Rico. Her father, who worked the sugar cane fields, was a local political activist focused on the rights of sugar cane workers. Velazquez herself became active at a young age, organizing a protest against her high schools dangerous and unsanitary

Continued on next page

“Keeping the Founders Promise”
continued from previous page

conditions, and throughout her career has been a strong



advocate for Latino rights.

The intro to this panel discussion will be given by Secretary Hilda L. Solis, the 25th Secretary of Labor for the United States government. Solis was the first Hispanic woman to work in the California State Senate and in the U.S. Cabinet, and the first female recipient of the John F. Kennedy *‘Profile in Courage’* Award.

A closing plenary entitled *“The Economy, Jobs, U.S. Competitiveness: Latinos Lead the Way”* will focus on the economy, jobs, the financial future of the United States and the role that Latino Americans will play as the future unfolds. As a key demographic in the United States, Latinos hold tremendous consumer buying power and voting strength, and for this reason they play a significant role in our economic and political climate.

This impressive collection of speakers and topics may help to fuel discussions across the nation during Hispanic Heritage Month of 2012. During this month-long celebration, it is hoped that many people will set aside time to honor the contributions of what is now the largest minority group in the United States. It is important to continue this sense of honor and respect throughout the year, and to acknowledge that we are all part of a large and diverse cultural group. Our strength as a nation lies in our ability to unite people of different backgrounds around common principles.

DAC: A NWSEO Perspective

By Kevin Durfee:
DAC NWSEO Rep



In 2006, I was asked if I would be interested in being the union rep for the WR Diversity Action Committee (DAC). As a person who readily accepts new challenges, I thought this would be a great way to educate myself on the diverse environment that exists in the NWS and the issues it presents to all of us on a daily basis, wherever we are. Additionally, as NWSEO steward, I felt I could benefit the DAC with knowledge of union by-laws.

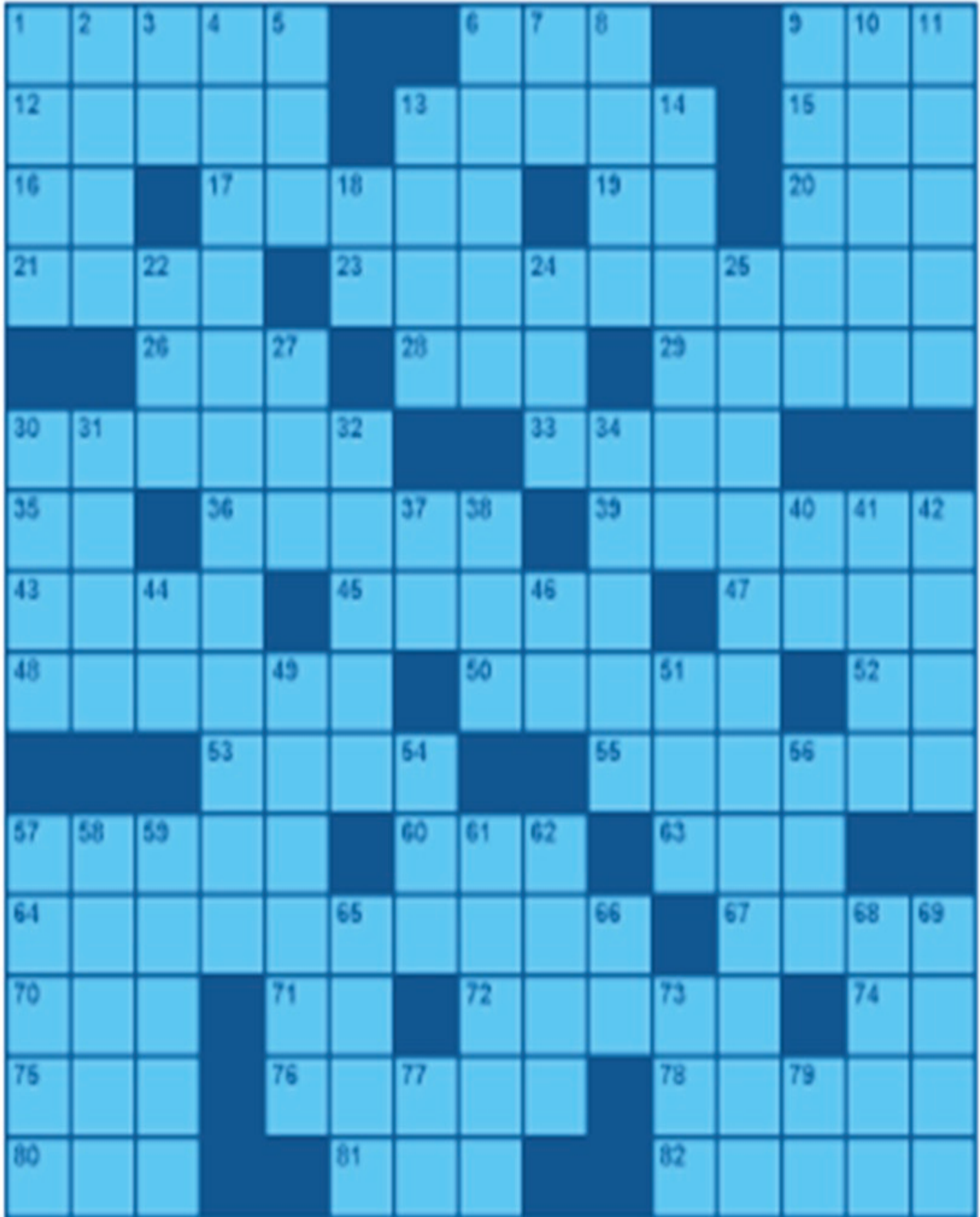
I must say that I’m very proud to be associated with a committee that is so dedicated in bringing diversity to the forefront in the workplace. Although my main obligation is to counsel whenever union issues arise, there’ve been several occasions when I’ve passionately contributed to the DAC and interjected ideas that have made a positive difference to this eclectic team. The insight on what diversity really is, and the challenges it presents are overwhelming, and it can take years to completely comprehend it.

During the past six years, I’ve seen many WR Special Emphasis Program Managers (SEPM’s) come into the DAC with enlightening ideas, and when their term limits were up, every one of them left the DAC with a sense of pride and accomplishment. It is important that they know that their contributions, no matter how small or insignificant they thought they were, actually strengthened our foundation. I’ve seen this committee intensify their focus and commitment to overcoming diversity issues within the NWS. This has not been an easy task. Perhaps the most important thing I’ve learned from the DAC is that it made me realize how important it is to embrace diversity in the workplace, and to accept everyone for their differences, regardless of race, religion or sexual orientation. When it comes right down to it, it’s all about fairness, equality and mutual respect. Discrimination is unacceptable!

I believe that the DAC has grown into a worthy support group for NWS employees who may be struggling with diversity issues. I’m honored to be associated with this talented, creative and goal-oriented team. Working with the DAC has been a very rewarding experience for me and it has given me a renewed appreciation of what diversity really is and how far we’ve come since 2006.

Hispanic Heritage Month Crossword Puzzle

Contributed by John Blank : Diversity Focal Point , WFO Great Falls, MT



Crossword Puzzle answers on page 11

Across—Hispanic Heritage Month Crossword Puzzle

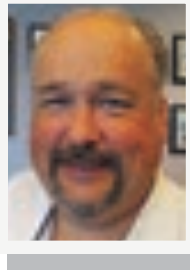
1. * One of the styles of music that Tito Puente played
6. * "Two" in Spanish
9. Mr. Fields, and others
12. * Annual awards show which made its debut in the Year 2000: The ___ Grammys
13. * Spanish title of respect for a man
15. Foot Part ...flipped around?
16. Positive, without the "refutable"
17. * ___ Sound Machine (Gloria and Emilio Estefan's band which had a smash hit in 1985 with the song "Conga")
19. Part of the title of a "Rocky" sequel
20. Prefix to "system"
21. * Monetary unit in #48A
23. * Some Americans of Hispanic heritage might trace their roots to this country
26. * Santana Song: "No ___ to Depend On"
28. Alphabet letters
29. Written Work
30. * Cinco de Mayo: This holiday commemorates the victory that was achieved in battle in the city of ___ by the small army of #48A against the army of the French during the French occupation of #48A, in 1862
33. Last name of the sixth queen consort of Henry VIII of England
35. Alternative indicator
36. * Edward James ___: Actor who portrayed the father of Mexican Tejano-style singer Selena (who was portrayed by #82A) in the biographical movie "Selena" (1997)
39. * Things that were used by Frida Kahlo
43. Equal, archaically
45. * This mission in San Antonio, Texas was besieged by forces from #48A under the command of General Santa Anna during the Texan war for independence, in 1836
47. Word heard in a Shakespeare play
48. * See #21A and #30A for Related Clues
50. * Documentary about a group of legendary Cuban musicians: "Buena ___ Social Club" (1999)
52. Three-toed sloth
53. Electric force unit
55. * Many of them are hit by baseball hero, Sammy Sosa
57. Up to now
60. Orinoco tributary
63. * ___ Lobos: Popular band that had a hit in 1987 when it covered legendary Hispanic rock star Ritchie Valens' classic "La Bamba"
64. * Where #25D and #61D were born
67. Kate or Tim
70. Intruding Insect
71. * Nickname of #4D: ___ Libertador
72. * Some Americans of Hispanic heritage might trace their roots to this country
74. Atomic #28
75. Frost
76. Watch company
78. Habituate
80. Mr. Beatty
81. Pig's Pen

Down—Hispanic Heritage Month Crossword Puzzle

1. Fall away
2. Berne's river
3. Military Title, for short
4. * He led the revolt of South American colonies against the rule of #57D
5. Certain Cuckoo
6. Form of theological rationalism
7. Computer status
8. Earth
9. Things that grow in #8D
10. Sweet thing
11. * "West Side ___" (1961): Movie for which #25D received the 'Best Supporting Actress' Oscar
13. Shade Trees ...flipped around?
14. * Famously controversial talkshow host: Geraldo ___
18. Ms. West, minus the "M"
22. Celebrated Castaway, without the "Robinson Cru"
24. Cobra
25. * There are very few performers who are as multi-talented ___ who has won Emmy, Golden Globe, Grammy, Oscar and Tony awards
27. Building extension
30. Romantic creation
31. Recommend
32. Heard in the Gardening Store ...backwards!: "?ni stnalp worg ot D8# fo epyt doog ___ sl"
34. Heard in the Hotel: "Look at all of this grandeur. This certainly is ___ hotel!"
37. * Hit album of #82A ...backwards!: "___J"
38. Nest Eggs, minus the "ings"
40. State in the U.S.A.
41. Droplet from the eye
42. * "Six" in Spanish
44. Lumberjack's tool
46. Music syllable
49. * Spanish conquistador who defeated the Aztecs and conquered #48A
51. Parcel of Land ...flipped around?
54. Paver's need
56. Compass point
57. * See #4D
58. Weight measurement
59. * Celebrated National Hispanic Heritage Month
61. * Mr. Martin who achieved international superstardom with the hit song "Livin' La Vida Loca"
62. * "Eight" in Spanish
65. Bullring cheers
66. Healing Cream, minus the "ntment"
68. Concerning
69. * "Ten" in Spanish

Partnering With a Tribal Nation

Vernon Preston: WR Native American SEPM, WFO Pocatello, ID



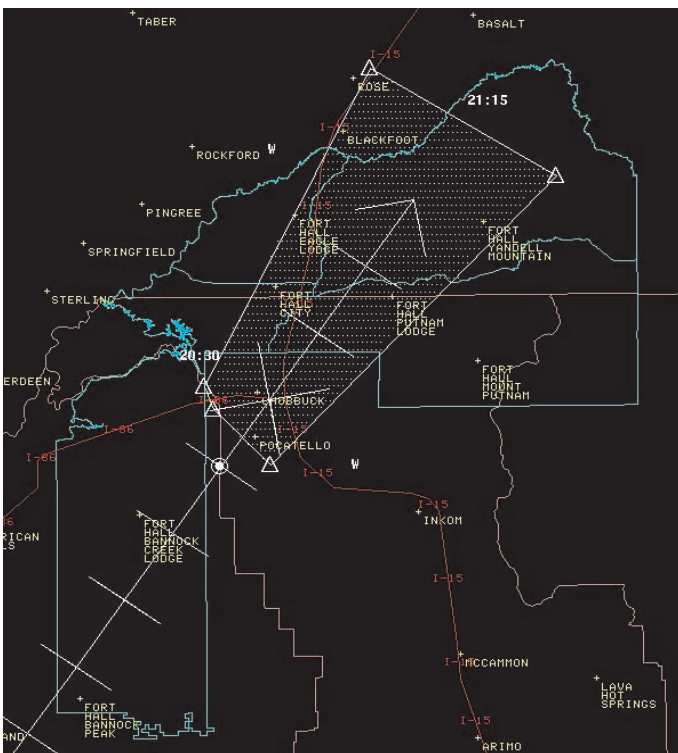
Have you ever wondered how your office might better partner with a tribal nation in decision support? At a recent meeting with Shoshone-Bannock Department of Public Safety emergency management officials, we explored modifications to watches and warnings that will help reservation residents better understand the location of hazardous weather threats, so they can respond in a timelier manner.

Just as a state has counties/parishes and cities/towns, the sovereign lands of the Shoshone-Bannock's Fort Hall Reservation has similar designations which tribal members use instead of the traditional county/city designations. The Fort Hall Reservation is split into 5 districts and lodges which serve as community centers. Working with Wes Jones, Emergency Manager; and Mel Timbana, Exercise Coordinator; we identified the districts and lodge locations recognized by tribal members. Science Operations Officer (SOO), Dean Hazen, then obtained the corresponding GIS shapefiles from the tribal Geographic Information Systems (GIS) coordinator for:

- Bannock Creek District – Bannock Creek Lodge
- Fort Hall District – Buffalo Lodge
- Gibson District – Eagle Lodge
- Lincoln Creek District- Lincoln Creek Lodge
- Ross Fork Creek District – Ross Fork Lodge

These shapefiles and lodge locations were incorporated into the NWS's AWIPS computer system and our WARNGEN software templates. Location references were modified by Dean Hazen and Lead Forecaster Dan Valle, so that tribal reservation nomenclature can be used in future short-fused warnings (Flash Flood, Severe Thunderstorm, Tornado).

This information will be read in our warning products through NOAA Weather Radio and available for media to use as they highlight areas impacted by severe weather. This partnership with the Shoshone-Bannock Tribal Nation will enhance the ability of tribal members who live within the reservation to determine if their location is within the hazard area, and be able to react faster during a warning situation. This enhancement to our decision support initiative with the Shoshone-Bannock Tribes demonstrates a spirit of cooperation and informed collaboration, and strengthens the relationship we enjoy with our tribal emergency response community.



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BULLETIN - EAS ACTIVATION REQUESTED
TEST...SEVERE THUNDERSTORM WARNING...TEST
NATIONAL WEATHER SERVICE POCA TELLO ID
136 PM MST THU MAR 8 2012

...THIS MESSAGE IS FOR TEST PURPOSES ONLY...

THE NATIONAL WEATHER SERVICE IN POCA TELLO HAS ISSUED A

* THIS IS A TEST MESSAGE. SEVERE THUNDERSTORM WARNING FOR...
NORTHWESTERN BANNOCK COUNTY IN SOUTHEAST IDAHO...
THIS INCLUDES THE CITIES OF...POCA TELLO...CHUBBUCK...
CENTRAL BINGHAM COUNTY IN SOUTHEAST IDAHO...
THIS INCLUDES THE CITIES OF...FORT HALL CITY...BLACKFOOT...

* UNTIL 215 PM MST

* THIS IS A TEST MESSAGE. AT 131 PM MST...NATIONAL WEATHER SERVICE
DOPPLER RADAR INDICATED A SEVERE THUNDERSTORM CAPABLE OF PRODUCING
QUARTER SIZE HAIL...AND DESTRUCTIVE WINDS IN EXCESS OF 70 MPH.
THIS STORM WAS LOCATED NEAR CHUBBUCK...AND MOVING NORTHEAST AT 25
MPH.

* THIS IS A TEST MESSAGE. LOCATIONS THAT COULD BE AFFECTED INCLUDE...
FORT HALL CITY...FORT HALL PUTNAM LODGE...FORT HALL YANDELL
MOUNTAIN...FORT HALL LINCOLN CREEK LODGE AND BLACKFOOT...

PRECAUTIONARY/PREPAREDNESS ACTIONS...

THIS IS A TEST MESSAGE. IN ADDITION TO LARGE HAIL AND DAMAGING
WINDS...CONTINUOUS CLOUD TO GROUND LIGHTNING IS OCCURRING WITH THIS
STORM. MOVE INDOORS IMMEDIATELY! LIGHTNING IS ONE OF NATURES NUMBER
ONE KILLERS. REMEMBER...IF YOU CAN HEAR THUNDER...YOU ARE CLOSE
ENOUGH TO BE STRUCK BY LIGHTNING.
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Tribal Emergency Management

Vernon Preston: WR Native American SEPM, WFO Pocatello, ID

This is a continuing series on how we can learn from our Native American cultures and their emergency management concerns and needs. A large portion of the information I provide will come a partnership report that tribal emergency managers worked on with the International Association of Emergency Managers – IAEM Tribal Affairs Committee in 2003. My hope is that learning more about how tribal governments operate can assist our staffs develop better decision support tools and help promote weather safety to those who live or work on the many reservations in the United States.

For thousands of years, and especially since 1492, tribal governments and organized Indian societies have dealt with emergencies and disasters of every description. Indian people have dealt with disaster using the resources at their disposal, and depending on people helping people. They have survived natural disasters, wars, and contamination of tribal lands. Indian people were the victims of biological warfare when Europeans intentionally exposed them to smallpox in 1763 around Ft. Pitt, in what is now Pennsylvania. Yet they have survived.

Today, many tribal governments are recognizing the need for comprehensive emergency management programs and capabilities. They are working hard, using very limited resources, to develop and implement measures to protect and save lives and protect and preserve natural and cultural re-

sources. Gaming revenues have made it possible for some tribal governments to move from all volunteer fire protection to full time, well trained, and well equipped fire departments. Tribal law enforcement capabilities are being developed. Emergency management programs are being established. Basic communications capabilities are being implemented. While this is progress, tribal governments are in most cases building these capacities from scratch, with little or no federal or state funding. There are thousands of state and county emergency management personnel who receive all or part of their salary from federal funding to the states. Until recently, there was no funding for tribal emergency management staff. Even now funding is limited to small grants, to only a few tribes, with no continuing funding on the horizon.

Homeland Security

Homeland has a special meaning for Indian people. From the early 1800s to as late as 1887, the United States government was under tremendous pressure to move eastern tribes to the west. The government implemented an aggressive military policy of forcibly removing Indian people from their homelands to reservations. Generally this was accomplished by signing a treaty with tribal governments that essentially traded vast amounts of land for the right of self-governance on reservations. In return for these vast amounts of lands and natural resources ceded to the United States, the government made promises to Indian tribes for such services as health care, education, housing, and other support for services of a governmental nature. Later, as the demand for land grew, Congress passed the Allotment Act, which converted tribal government lands into small parcels for ownership by individual Indians. Without the means to work these parcels and support their families, over 90 million acres of land was purchased for pennies on the dollar by land speculators. This meant that two-thirds of Indian lands were taken with little or no compensation to the individual Indians or to tribal governments.

Still, Indian people feel a tremendous duty to protect and preserve reservation lands, as well as protection of the homeland. Indian people have always answered the call to duty when this country was at war. Navajo code talkers were instrumental in World War II. Many Indians have served with distinction and were highly decorated. Even today many Indian people are serving in the Armed Forces. Many more serve in law enforcement, emergency medical services, and fire departments.

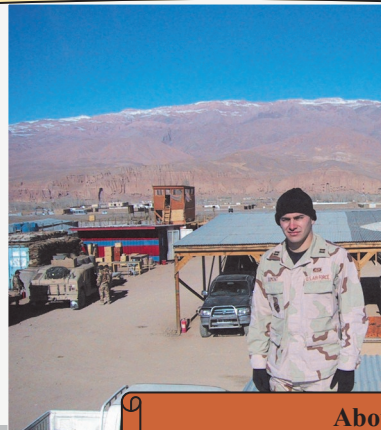
Today, with the emphasis on protecting the United States, tribal governments are faced with the responsibility of protecting sometimes vast and remote reservation land. In several situations, tribal lands share an international border with Mexico or Canada. Tribal governments simply do not have the money, people, or resources to do this job effectively. Amidst all the zeal and funding initiatives for homeland security, there is no mention of providing funding to assist tribal governments. States, counties, and cities are reaping huge grants to improve their infrastructure and improve their capabilities. Tribal governments are supposed to benefit from the trickle-down effect, but in many states, due to legal, political, or other barriers, tribes do not receive any funding. The bottom line is that without parity funding for tribal governments, the homeland security system will have major gaps and shortcomings.

The National Weather Service Loves Veterans!

Don't forget the roving Veteran's display WR has that offices can temporarily set up!
Diane McArthur at diane.mcarthur@noaa.gov or 801-524-5574 to request it to be sent to your office.



Above
Robert Brooks/NWS WFO Pendleton
Marine Corps 1996-2005



Above
Donald Dumont/NWS WFO Elko
Air Force 2001-2005



Above
Ray Christensen/NWS WFO Elko
Air Force 1986-2011



Above
Pamela Szatanek/NWS WFO Elko
Marine Corps 1995-2000
Dobermans: USMC original work dog



Above
Greg Barnhart/NWS WFO Elko
Air Force 1999-2010

All of us in Western Region would like to honor our veterans, their courage and dedication, and say thank you for your sacrifices. Most of you are not listed on this page, but our gratitude goes out to all of you for your selfless service!

Veteran's day, originally called Armistice Day, was originally designated as a day to celebrate the end of World War I. The first World War ended November 11, 1918 and the legislation that created Veteran's Day was, "*dedicated to the cause of world peace and to be hereafter celebrated...*"

Veteran's Day actually falls this year on Sunday, November 11, 2012, so the 12th of November is considered the federal holiday.

Amazing Heroes of the US Military

By Kathryn Hawkins



The Tuskegee Airmen

During World War II, a group of young African-Americans known as the Tuskegee Airmen gained acclaim as the first black Americans to serve as U.S. military pilots. Though segregation was still in full force at the time, 994 brave men stepped up to the challenge of defending America from the Axis troops between 1942 and 1946, and two years ago, the group's survivors and widows were honored with a Congressional Gold Medal for their wartime service to their country. The Tuskegee Airmen didn't just break the mold when it came to wartime pilots - they "paved the way for minorities in general," Capt. Julia Breeden told Air Force Link.

George "Bud" Day

Most of us know that Senator John McCain spent five and a half years as a prisoner of war at the so-called "Hanoi Hilton" in Vietnam - but are you familiar with his former cell mate?

If not, you should be: George Everett "Bud" Day is "the toughest man I have ever known," McCain once claimed. "He had an unwavering and unshakeable sense of honor that made him able to withstand physical and mental pressures of an enormous degree." Day spent more than seven years in Vietnamese prison camps, most of it in solitary confinement, and, though he was later recaptured, he was the only American POW to escape North Vietnam for South Vietnam - an incredible feat that earned him a Congressional Medal of Honor.



Despite being tortured and starved throughout his imprisonment, Day refused to give his captors any information that might harm his fellow soldiers. Upon his eventual release, he returned to military service, and still believes in its rewards, despite everything he's been through. "You have the greatest job given to you as a young man: to serve your country," Day tells young members of today's military. "It's the single best calling for a young person."

Monica Brown

Some people claim that the front lines of a war zone are no place for a woman - but they obviously don't know Pfc. Monica Brown, an 18-year-old medic. She repeatedly risked her life during a Taliban attack in Afghanistan to shield and provide medical treatment to fellow soldiers who'd been wounded by mortar fire, and was rewarded with a Silver Star for her courageous actions.



"I've seen a lot of grown men who didn't have the courage and weren't able to handle themselves under fire like she did," Staff Sgt. Aaron Best told The Washington Post. "She didn't miss a beat."

Puzzle Solution



Answers to the crossword puzzle on pages 6-7

Diversity Focal Point Spotlight

Andy Gorelow



Andy, Can you tell us a little about yourself?

I was born in Atlanta, GA and attended the University of North Carolina – Asheville where I received my degree in Atmospheric Sciences. After graduation, I worked briefly with the PGA giving on site weather forecasts to tournament officials. I started my career in the NWS in Reno, Nevada as an intern and quickly moved to Elko, Nevada where I became a General Forecaster. I moved to Las Vegas in 1999 and have been here ever since. I enjoy the year round golf and other outdoor activities that southern Nevada offers. I will be celebrating my 10-year wedding anniversary in September and I have two kids.

What does diversity mean to you?

When I think of diversity I think about how different everyone and everything is, but also how much we are alike. It is about learning about each other's unique qualities and how we can accept, respect, and understand those qualities. Diversity shouldn't be a fearful thing, but an amazing way to understand and enjoy the world we live in.

What is the most rewarding thing about being a Diversity Focal Point?

I really enjoy teaching and showing people how fun diversity is. I enjoy the activities we do at the office, and how it brings us closer together. Since taking over as diversity focal point, I have learned so much about myself and the people I work with. At the end of any specific diversity event we do, I enjoy hearing people tell me how much fun they had and they really learned a lot.

What is your biggest challenge as a Diversity Focal Point and how do you handle it?

Finding activities that will not only appeal to everyone in the office, but make it fun so that everyone will want to participate. Shift work is also challenging, especially when we have group-type events and I do find it a little easier when we have individual events, such as movies, so everyone can go at their own pace.

How do you encourage diversity in the workplace?

Doing something that is interesting and fun, especially when something new is presented to everyone. Talking with people in the office and getting their thoughts is another great way of not only getting ideas for a future event, but just talking about diversity in general.

What do you think an effective diversity program could help the NWS improve?

It helps us work better as a team. We are all individuals, but we are all on the same team trying to do the best job we can by protecting life and property. If we all understand and respect each other, it will raise office moral and help us do a better job.

The "*Forgotten Victims*" of the Holocaust

Pam Szataneck : Forecaster , WFO Elko, NV

Hitler's paramilitary campaign to remove certain classes of persons spread beyond the Jewish community and included artists, Jehovah Witnesses and gay people.

Beginning 1935, public displays of affection, scholarly books written by gay persons or about the topic of homosexuality and gay organizations were banned in Germany. While these laws originated in Germany, they were rapidly applied in Nazi Occupied territory. Very rarely was leniency showed. Those convicted of a "felony" faced castration, death or confinement in a concentration camp. Just as a yellow star was utilized to identify persons of Jewish heritage or a red star for gentile Pole, a pink triangle was used to identify a gay person. While the true extent of the persecution may never fully be realized, it is believed that over 50,000 gay men were convicted with an estimated 10,000 to 15,000 men sent to concentration camps.

Sadly, the law which codified systematic discrimination against men and women remained a law long after the collapse of the Nazi regime and was dissolved in 1969.

In 2002, the German Parliament issued a formal pardon all the homosexuals convicted.

Memorial in Berlin was opened in May 2008

In Berlin, **Gedenkort für die im Nationalsozialismus verfolgten Homosexuellen** stands as

a memorial to the Holocaust gay victims.

It stands at the edge of Berlin's Tiergarten Park adjacent to another Holocaust memorial. It was designed by artists Michael Elmgreen and Ingar Dragset, who are more commonly known for the **Prada Marfa** located in Texas.

Gedenkort für die im Nationalsozialismus verfolgten Homosexuellen became the fourth memorial in Germany to acknowledge the plight of gays during the Holocaust era. The three others being located at Buchenwald, Frankfurt and Cologne.

Outside Germany, another memorial to the "forgotten victims" include the **Homomonument** in Amsterdam that opened in 1987.



This strategically located triangle has one point in the direction of the Anne Frank home, one towards the National War Memorial and the other point facing the headquarters building of the oldest continuously running gay and lesbian organization in the world.

Additional memorials to gays persecuted during the Nazi Regime can be found in Sydney Australia, San Francisco, the United Kingdom and Italy.



Five (Difficult) People You Meet at Work ... and How to Get Along With Them

By Dawn Rosenberg McKay

The workplace, like anyplace you bring a bunch of people together, is a jumble of many different personalities. In addition to coworkers who are easy to work with, you will also find difficult people at work. What sets the workplace apart from many other places is that everyone -- even the difficult people -- must cooperate in order to be productive. Here are five types of difficult people you may meet at work and advice for getting along with each one.

The Chatterbox

Let's start with your most affable coworker. The chatterbox usually means well. She is friendly and wants to share all her thoughts (every last one of them) with you. She isn't trying to cause harm to anyone ... her incessant talking is just keeping you from concentrating on your work. Here are some things you can do to quiet down your chattering co-worker so you can get your job done. Rather than risk insulting your colleague, put the blame on yourself. Tell your coworker you have trouble concentrating while you are listening to her very engaging stories. You'd love to hear them at some other time, just not while you're working. Then, if you truly enjoy her company, have lunch with her once a week.

The Gossip

The gossip seems to know everything about everyone and he wants to share it. Should you listen to what your gossiping colleague has to say? Yes, you should listen to it since it is often a good way to hear news that may not make it through more formal information channels. The problem with gossip is that it carries both elements of truth and untruth, so view it with a cynical eye. Listen to your gossipy coworker quietly. Don't become a gossip too. However, if the gossip being shared is of a very personal nature, for example he shares with you news of another coworker's marital problems, change the subject or say that you don't feel right discussing someone behind his back.

The Complainer

There's always one person in a group who can never find anything about which to be happy. If she's not complaining about her health or her family, she's complaining about her job, the company, or your boss. Of course, some of her complaints may be legitimate, but the incessant whining is getting on your nerves. Generally, the complainer isn't looking for advice so offering it probably won't do any good. Change the subject whenever the bellyaching begins. Your colleague should get the hint after you do this repeatedly.

The Delegator

In almost every workplace you'll find someone who wants to share his work with his colleagues. We're not talking about those who have a legitimate reason to delegate work to others, for example managers or team leaders. We are speaking of those who either can't do all the work they have been given or don't want to do it. If team work is encouraged in your office and you have time to help your colleague you should. However, if managers are the only ones who have the authority to delegate and you already have your hands full, then you have to turn down the request. Tell your coworker you have your own work with which to deal.

The Credit Grabber

The credit grabber does not acknowledge any help she receives from others. She accepts all the praise for a project without mentioning that she didn't do it alone. The first time this happens, consider it a mistake. Mention it to your colleague and ask her to let others know about your participation. If she doesn't, or if this happens again, make sure you let others know about the role you played in getting a project done. Then, unless you are mandated to work with this person, refuse to help out again.

Icebreaker Diversity Activity

B	I	N	G	O
is allergic to cats	has 2 or more sisters	is a twin	has a tattoo	is a vegetarian
has been to Mexico	is allergic to dairy	is allergic to nuts	is an only child	has 2 or more brothers
has been to Europe	is afraid of spiders	Free Space	plays softball or baseball	has a dog
plays tennis	has a cat	has lived on a farm	plays soccer	can stand on their head
plays golf	has been to Canada	plays video games	is afraid of heights	has a brother & a sister

1. Each player is given one of the icebreaker bingo cards.
2. The players are told to circulate, and try to find other members of the group who match the descriptions on their cards.
3. When they find a person who matches one or more of the descriptions, they get that other member to sign the matching square (or squares - usually limit to 2 signatures per person).
4. The first person to get the winning pattern (a line or five, two intersecting lines of five, etc.) is the winner.

Diversity Drill Questions

Contributed by Brian Boyd : Diversity Focal Point , WFO Elko, NV

All answers to the drill are found in the article on the following two pages (16 and 17) in this WR Fall Diversity Newsletter

1. Give three examples each of DDI's (**Dreaded or Desired Images**).
2. These apply to **Chief Diversity Officers** (CDO's) but how can they also apply to those who are not CDO's ?
3. How did Martin Davidson screw up as CDO at the Darden Graduate School of Business at the University of Virginia?
4. Where does political correctness fit into a healthy discussion of diversity? Where does conflict fit in?
5. Find one thing in this article with which you vehemently disagree and briefly discuss it here.

Article for Diversity Drill

How Do Others See You?

By Shayne Hughes @Diversity-Executive.com

Chief diversity officers spend their days dealing with the positive and negative images projected onto various ethnic, religious, cultural, gender and age groups. They have to untangle and process these images to meet the needs of an increasingly diverse global workforce by infusing their organizations with understanding, tolerance and an appreciation of the differences within these groups.

There is another, more subtle way images play out and influence CDOs' effectiveness — the image they have of themselves and the efforts and energy they put into managing that image.

Image management, or the way a chief diversity officer proactively — and often unconsciously — attempts to shape others' positive and negative perceptions of his or her competence and character, can manifest in two ways: dreaded or desired images (DDIs).

Dreaded images are ways diversity executives don't want to be seen. Some of the most common dreaded images can be that the diversity executive is: not knowledgeable about all dimensions of differences; incompetent; biased or prejudiced; too strongly sympathetic toward a specific group; compromised or co-opted by the system; a sellout, or is upholding the status quo; not working hard enough for all groups that are different; or lazy or not fully committed.

Desired images, on the other hand, are ways in which diversity executives hope to be viewed. For instance, most hope to be perceived as: open-minded, empathic and tolerant; competent; someone who adds value; a change agent; an expert in a wide variety of cultural, ethnic and other differences; someone who challenges the status quo; and an activist against -isms such as racism, sexism and ageism.

In America, culturally speaking, the most common desired image is being competent, while the most dreaded image is being lazy. Diversity practitioners, however, often have the additional job-specific DDI of wanting to be seen as tolerant and open-minded and avoid being seen as compromised or unknowledgeable about differences.

“Desired and dreaded images are pivotal [because] most diversity officers feel compelled to be advocates,” said Martin Davidson, associate professor of leadership at Darden Graduate School of Business at the University of Virginia, and author of *The End of Diversity As We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed*.

“In the quest to be an advocate for women, people of color and other minority and disenfranchised groups, CDOs strive to be knowledgeable about differences. In pursuit of this goal, they often end up behaving in ways — sometimes subtle ways — that give the impression they are experts even when they are uncertain,” Davidson said. “[Because of this] CDOs can find it difficult to admit when they don't know something about diversity.”

Here are a few common ways in which diversity executives may contribute to their own dreaded image:

Dominating the diversity discussion: A tendency to speak intellectually about diversity and dominate discussions with an air of authority can backfire.

Davidson, who was the CDO for the Darden Graduate School of Business at the University of Virginia, said his desire to be seen as smart and an expert led him to this very problem.

“It was very seductive to me to be seen as the expert,” Davidson said.

“Discussions ended up becoming a question and answer session, and people were disempowered and intimidated because they felt I must be right since I had the academic background in this area.”

Davidson said he realized his DDI was impacting his ability to engage the people around him, cutting down on creativity and idea generation and actually making it harder to create the change around diversity with which he was charged.

“The more I was in that desired image of having to have all the answers, the less other people participated,” he said. “The key thing I did to get out of this was to stop answering questions and to start asking questions of other people. As a result of my making that shift, people became much more involved in programs and activities. They got energized and brought skills I didn't have, and I started learning things from them.”

Another form of this dreaded image is when the diversity executive puts him or herself forward as the sole champion of justice. When this happens, it becomes more about the diversity leader being noble than about all key stakeholders in the organization collectively promoting diversity and inclusion in the workplace and allowing others to contribute their perspectives and ideas.

Putting political correctness above communication: When this dreaded image drives behavior, diversity executives not only do most of the talking, they may be dealing with diversity issues through a politically correct rather than a solutions-focused lens.

When people of differing backgrounds and perspectives engage with one another, resulting conversations can be messy and turbulent. That's not always a bad thing. It's natural for some conflict to arise from diversity, and often airing issues — especially in a controlled and respectful environment — can pave the way to constructive solutions. The diversity executive who wants to be seen as competent or feels pressure to make progress may experience turbulent diversity interactions as counterproductive, instead of as an opportunity for a rich exchange of perspectives that can lead to greater understanding.



Diversity Drill Article continued

How Do Others See You?



Viewing these types of situations as counterproductive, instead of as learning opportunities, also causes diversity practitioners to shut out contributions from colleagues who may disagree with one or more of the tenets of diversity by keeping the conversations within a limited scope. The unwanted result: They unconsciously sabotage the honesty they hope to draw out. Over time, employees may feel unsafe engaging in a dialogue, which hinders learning.

For instance, if a staff person attempts to communicate his or her feelings on a specific diversity issue and is stopped by the diversity leader, he or she may withdraw from the discussion and withhold further attempts to communicate. Employees who are shut down from expressing their honest thoughts too easily often conclude all of the talk about diversity and the need for dialogue is just lip service. When a large number of employees feel shut down, diversity conflicts become taboo, and the majority may feel as if certain groups are actively being protected. Further, the minority group in this situation may conclude that the larger majority culture does not care about them. In this environment, stereotypes likely will flourish rather than diminish.

Even diversity executives can fall into this trap, since their desire to be seen as unbiased and fair often makes it impossible to acknowledge their own politically incorrect ideas and thoughts.

Overcompensating: When diversity executives feel like others perceive them through a dreaded image that reflects a stereotype, they are more likely to be reactive and overcompensate with behaviors they hope will prove the opposite.

Take the case of Amy Anuk, an executive charged with heading diversity for women at Encore Capital, a financial service company that buys and recovers financially distressed consumer debt. Anuk, who also runs business development, said she realized she had strong DDIs around being highly professional and competent in a male-dominated industry that were limiting her effectiveness.

“I felt that female stereotypes I displayed were dreaded images that men would judge; I couldn’t appear weak, emotional or empathetic,” Anuk said. “I realized, however, that my desire to appear strong, capable and professional caused me to be very regimented and cold in my demeanor. I wouldn’t discuss anything personal or allow myself to show any emotions. This actually undermined my ability to build relationships with strategic partners because I was almost entirely transactional.”

Anuk said when she realized she was unconsciously undermining her ability to build strong relationships, she put those images aside

and began to act more authentically. “To my surprise, the men around me wholeheartedly welcomed my contribution as a woman. The barriers I felt were only in my head,” she said.

Three Steps to Create Open Dialogue

Getting over desired and dreaded images (DDI) can be difficult because of the fear most of us have of being judged. To make matters worse, a person may feel extremely vulnerable while conducting this type of self-examination. To admit this concern to the people whose judgment one may fear can be scary, which is why so few people dare talk about this type of image management. Diversity officers, like the people they hope to engage, are susceptible to being hijacked by this fear. The following three steps can help CDOs and their teams fulfill their missions with authenticity and thoughtful action.

Step one: Build awareness. Have a conversation with everyone on the team about what their DDI hot buttons are, such as wanting to be viewed as open minded and competent, but not compromised or unknowledgeable. When CDOs can acknowledge up front that they may want to be seen in a certain way, and feel comfortable letting down their guard or releasing a desire to be perfect in favor of being more effective and building stronger relationships with business leaders, it can pave the way for substantive behavioral change.

To build awareness around DDI hot buttons and identify potential solutions, CDOs, or anyone concerned with image management, must feel at ease admitting they make mistakes. The paradox is that while people have a huge fear of what will happen if they do put a foot wrong — social rejection, being judged by others — if they do say what their feared DDI is, the opposite is usually true. When these DDIs are openly discussed, palpable relief often results, and safety and trust among group members usually increases.

Step two: Choose authenticity. By asking the team to choose to be authentic instead of politically correct, the group can agree to move beyond judging others and protecting their own reputations to supporting each other in honest dialogue, learning and growth around diversity issues. This doesn’t mean there won’t be tough or even emotional conversations about what is shared. The goal is to talk about issues and challenge or change thinking through non-judgmental dialogue, not hide true feelings with politically correct posturing. For example, if a team member admits to holding a stereotype about another group in the organization, the tenets of open dialogue dictate the individual’s comment won’t be ignored, but rather openly discussed and explored.

Step three: Ensure support. Once employees are aware of their DDIs and have committed to open dialogue about diversity issues, individuals need to be able to talk explicitly about their struggles and get support from the group. In particular, team members, once they know each other’s DDIs, can support each other by paying attention when someone in the group is falling into counterproductive DDI behaviors. Instead of silently judging but not daring to say anything, colleagues are empowered to hold a mirror up to each other in a constructive way, and invite each other to be authentic in the discussion. For example: If someone on the team has a dreaded image of being incompetent, he or she is less likely to ask for help when it is needed. Knowing this, other team members can reach out to help when that individual is struggling.

Oscar Pistorius, the “Blade Runner”

John Blank : Diversity Focal Point , WFO Great Falls, MT

One of the most inspirational stories to come out of the Olympics is that of Oscar Pistorius, the South African sprinter known as the “Blade Runner”. In 1986 Oscar was born without fibulas in both legs. At 11 months his parents decided to have his legs amputated below the knee. Several months later he was fitted with his first prostheses.

As a youngster Oscar participated in numerous sports including rugby, water polo, tennis, and wrestling. After a serious knee injury from playing rugby, the 26 year-old was introduced to running while undergoing rehabilitation. Within the next several years he would set world records for disabled athletes for running events ranging from 100 meters to 400 meters.

Oscar’s dream was to compete with able-bodied athletes. In particular he wanted to compete in the 2008 Olympics. In 2007 he took part in his first international competitions for able-bodied runners. Then came complaints that his prostheses were giving him an unfair advantage over able-bodied runners. After monitoring his track performances and carrying out tests, the International Association of Athletics Federations determined that he indeed did have an unfair advantage over athletes that did not have particular prosthetic limbs. That did not stop Oscar and later that ruling was overturned by the Court of Arbitration for Sport after new research on biomechanics and physiology was presented.



In July of 2011 Oscar qualified for the 2012 Summer Olympics in the 400 meter sprint and also the 4 x 400 meter relay. The “man vs. machine” debate followed Oscar to the Olympics. “There isn’t an advantage,” he said. “I believe that debate will always be alive in some people, but I’ve addressed it so many times. I’m at a point where I need to move on. In my heart, I know what’s right.” With the 400 meter sprint Oscar made it to the second semi-final where he finished eighth. The relay team made it to the finals but did not medal.

Although able-bodied people often focus on what people missing limbs can’t do, often people missing limbs are focused more on what they can do. Oscar is an inspiration not only to veterans missing arms and legs, but to millions of disabled people around the world.

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