

DEOMI News Highlights

DEOMI News Highlights is a weekly compilation of published items and commentary with focus on equal opportunity, equal employment opportunity, diversity, culture, and human relations issues. The DEOMI News Highlights is also a management tool intended to serve the informational needs of equity professionals and senior DOD officials in the continuing assessment of defense policies, programs, and actions. Further reproduction or redistribution for private use or gain is subject to original copyright restrictions.

Air Force launches cutting-edge culture & language website [AF.mil, 15 November 2011]

- The Air Force Culture and Language Center, part of Air University's Spaatz Center, recently launched a [new public website](#) to provide information on the Air Force's efforts to increase cross-cultural competence.
- The site highlights all AFCLC departments and programs, including free courses that provide Community College of the Air Force credit for Airmen and other cross-cultural competence media resources.
- Additional training and educational resources are offered to DOD members through the [AFCLC's private site](#), which requires users to have a Common Access Card and be on a .mil or .gov server.

[Air Force launches cutting-edge culture & language website](#)

Lawmaker: Commands shouldn't investigate military rape cases [Michael Doyle, McClatchy Newspapers/Stars and Stripes, 18 November 2011]

- A campaign by Rep. Jackie Speier, D-San Mateo, aims to remove military sex crimes investigations and prosecutions from the standard chain of command.
- This week, Speier introduced a bill that would assign all military sexual assault cases to a new Sexual Assault Oversight and Response Office. Another new Pentagon office would oversee all sexual assault-related prosecutions.
- Speier says the new bureaucracy is necessary for sexual assault-related cases because the current system is "woefully inadequate" and overly influenced by the chain of command.

[Lawmaker: Commands shouldn't investigate military rape cases](#)

Marines honor African Americans who enlisted amid segregation [Tony Perry, Los Angeles Times, 11 November, 2011]

- On a day that marked its 236th anniversary, the Marine Corps sought Thursday to atone for a failure to fully honor some of its own—the African Americans who enlisted amid the racial segregation of the 1940s.
- In a ceremony atop a hill overlooking the Pacific Ocean, a plaque remembering the Montford Point Marines was installed.
- From 1942 to 1949, an estimated 19,000 African Americans went to the Montford Point boot camp, adjacent to Camp Lejeune, N.C., where whites were assigned. After leaving Montford Point, the black troops largely were assigned to racially segregated battalions.

[Marines honor African Americans who enlisted amid segregation](#)

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Culture

<http://www.af.mil/news/story.asp?id=123280008>

Air Force launches cutting-edge culture & language website

AFNS

U.S. Air Force Official web site, 15 November 2011

MAXWELL AIR FORCE BASE, Ala. (AFNS) -- The Air Force Culture and Language Center, part of Air University's Spaatz Center here, recently launched a new public website to provide information on the Air Force's efforts to increase cross-cultural competence -- a critical warfighting skill cited by Secretary of Defense Leon Panetta in an August memorandum to all Defense Department personnel.

"Both military and civilian personnel should have cross-cultural training to successfully work in DOD's richly diverse organization and to better understand the global environment in which we operate," the secretary wrote.

The site, www.culture.af.mil, highlights all AFCLC departments and programs, including free courses that provide Community College of the Air Force credit for Airmen and other cross-cultural competence media resources. Additional training and educational resources are offered to DOD members through the AFCLC's private site, at <https://wwwmil.maxwell.af.mil/afclc/> which requires users to have a Common Access Card and be on a .mil or .gov server.

"The site is an incredible resource to help our military and civilian personnel become more cross-culturally competent," said Ms. Barbara Barger, the Air Force Senior Language Authority and director of the Air Force Language, Region and Culture Program Office. "Through the training and education offered by the AFCLC, we can ensure our people are able to negotiate culturally-complex environments and accomplish their mission, any time, any place."

AFCLC's public site is a one-stop shop, which also provides links to external culture, language and negotiation learning sites. Some examples include the Defense Language Institute Foreign Language Center, the Marine Corps' Center for Advanced Operational Culture Learning, the Army's Training and Doctrine Command Culture Center, and the **Defense Equal Opportunity Management Institute**.

For more information, contact the AFCLC at 334-653-7729 or via email to afclc.pa@maxwell.af.mil.

Diversity

<http://www.airforcetimes.com/news/2011/11/ap-military-black-troop-history-project-grant-111211/>

Grant finances black troop history project

The Associated Press

Air Force Times, 12 November 2011 16:11:51 EST

CHICAGO — The McCormick Foundation is financing an oral history project that highlights the service of black soldiers.

The foundation made a \$200,000 grant to the MilitaryMakers project, part of a digital archive that features interviews with Gen. Colin Powell and several Tuskegee Airmen, black pilots who served during World War II.

Organizers of the project say blacks have made up at least 10 to 15 percent of the U.S. armed forces since the Revolutionary War., but that the black history of the military often goes untold.

The archive will be made available online and will be used in presentations at military museums.

<http://www.floridatoday.com/article/20111116/NEWS01/311160010/KSC-veterans-honor-Moores-pioneers-equality?odyssey=tab|topnews|text|Local>

KSC veterans honor Moores, pioneers of equality

Couple's groundbreaking work helped many succeed

Written by Britt Kennerly

FLORIDA TODAY, 16 November 2011

MIMS — On the grounds of the park that honors two slain civil rights icons, retired and current Kennedy Space Center employees Tuesday night paid tribute to the man who helped pave the way for black Americans to achieve their goals and dreams.

Through “For the People,” a celebration marking the 106th anniversary of Harry T. Moore’s Nov. 18 birth, guests of the Harry T. and Harriette V. Moore Memorial Park and Cultural Center were treated to the stories of five black Brevardians with deep ties to the space center. The evening offered a glimpse of not only the civil rights movement and its place in KSC history, but also of how Moore’s work and legacy resonates today.

Harry Moore organized the first Brevard County branch of the National Association for the Advancement of Colored People in 1934 and later organized more than 50 branches statewide.

On Christmas night 1951, the Moores’ 25th wedding anniversary, a bomb exploded under their Mims home. Harry Moore died on the way to the hospital, and his wife died a week later.

“Harry Moore benefited from nothing that he did, but we did,” said Juanita Barton, center coordinator.

“These people who started work at Kennedy Space Center had an extreme impact on Brevard County. We got jobs. We got the ability to stand here, be here tonight at a building like this. We reap the benefits from someone who went before and now it’s our responsibility to reach back. Because somebody did the work for us, it’s up to us to bring someone else along.”

Nathaniel Pilate of Mims did just that over a 31-year career with NASA, which ended with his retirement in 1995 and at one time, found him in the role of equal employment opportunity officer.

After graduating from Florida A&M, he was offered a job as a bag boy. That was unacceptable to Pilate, who, after taking the federal service entrance exam, went to work for the Internal Revenue Service in Miami as a collection officer. Then he got the chance to interview with NASA in 1963.

One of his first jobs as a personnel staffing specialist at KSC was to develop a youth opportunity program, just as the country was in the heat of the civil rights movement and “we had a vision of going to the moon and back,” said Pilate.

“Keep in mind, this was the early 1960s, when everything was really on the front burner,” he said. “The point was to get people in at the entry level, give them a taste and hopefully, they’d make it a career.”

Delores Abraham of Titusville, who will retire in December after a 40-year career at Kennedy Space Center, works in protocol for the public services division.

She recalled being hired at KSC through the program Pilate founded; working first as a secretary and later, as executive secretary for two directors. She has worked hard to recruit minorities over the years, too.

“It’s been a blessing. A great job, with great opportunities,” she said. “But there were barriers, especially with promotions and awards. I couldn’t just sit there and think, ‘OK, my turn will come.’ I had to be pretty aggressive.”

<http://www.floridatoday.com/article/20111116/NEWS01/311160010/KSC-veterans-honor-Moores-pioneers-equality?odyssey=tab|topnews|text|Local>

Because of what people ahead of her had done at NASA, “I didn’t have to work my way up,” said Kim Carter, a Titusville native, Tuskegee University engineering graduate and six-year KSC veteran. She also is a member of the Black Employee Strategic Team, BEST.

Chief of the business office and IT director, Carter said she is “thankful for the hard work and discipline and pain and struggle that Harry T. Moore went through.

“Without that hard work by him and others, I wouldn’t be in a position to go to work tomorrow and be in charge of an office,” she said.

Theodis Ray of Titusville, a Vietnam veteran who graduated from Gibson High School, worked construction at Kennedy Space Center during the Gemini program.

“We hadn’t latched onto the idea of being equal as far as employability, but I always believed in being the best I could be,” he said.

“Before the civil rights movement, it was tough ... janitorial was the best job I could get. I worked alongside PhD’s who were just glad to have a job. There was no equality. You had to pave your way. I had to join a union to get what I had ... I’m glad I did what I did, to get to where I am.”

A final speaker, Bill Gary, who retired as an engineer from KSC in 2008, graduated from college in Tennessee in 1974.

“I came out of that era of black power and ‘Black is beautiful,’” he said. “I wanted an equal chance to live that American dream. I guess that kind of came with me to Kennedy Space Center ... without us being a unified body, we could not bring about changes through the system.”

Marines honor African Americans who enlisted amid segregation

On the Marine Corps' 236th anniversary, a small gathering of black veterans, who trained and served in a segregated force in the 1940s, attend a ceremony at Camp Pendleton.

By Tony Perry

Los Angeles Times, 11 November 2011

Reporting from Camp Pendleton, Calif. -- On a day that marked its 236th anniversary, the Marine Corps sought Thursday to atone for a failure to fully honor some of its own — the African Americans who enlisted amid the racial segregation of the 1940s.



Montford Point Marines watch as they are recognized during a ceremony held at Camp Pendleton on Thursday. (Rick Loomis / Los Angeles Times / November 10, 2011)

"You showed great courage," Col. Christopher Dowling told a small gathering of veterans who had trained at a segregated boot camp at Montford Point, N.C. Those who came out of Montford Point served in some of the bloodiest battles of World War II and also in Korea.

"You went into the Marine Corps," Dowling said, "when the Marine Corps was not ready to accept you."

In a ceremony atop a hill overlooking the Pacific Ocean, a plaque remembering the Montford Point Marines was installed along the course of the Crucible — that 54-hour gut-check where recruits of all races are pushed to their physical and emotional limits.

Other plaques tell of Medal of Honor recipients and historic battles. When recruits march past, drill instructors lecture them on the stories of bravery and issue a challenge to "live up to the legacy."

From 1942 to 1949, an estimated 19,000 African Americans went to the Montford Point boot camp, adjacent to Camp Lejeune, N.C., where whites were assigned. After leaving Montford Point, the black troops largely were assigned to racially segregated battalions.

And this year, more than six decades after President Truman ordered racial integration of the U.S. military, Marine Corps Commandant Gen. James Amos ordered that the Montford Point Marines and their legacy be given a long overdue honor.

"I never thought I'd see this day," said Robert Reid, 81, who attended boot camp at Montford Point, served in Korea and Vietnam, and retired as a master gunnery sergeant.

Reid was among seven original Montford Point Marines to attend Thursday's ceremony. Other

<http://www.latimes.com/news/local/la-me-montford-marines-20111111,0,4607148.story>
members of the Montford Point Marine Assn., who served in more recent decades and trained at boot camps at San Diego or Parris Island, S.C., also were in attendance.

After World War II, most African Americans were discharged from the Marine Corps. "They threw you guys under the rug," Reid told the group.

Navy chaplain Lt. Sam Contreras, in his invocation, asked God to "forgive us how we forgot the memory of the Montford Point Marines."

Dowling, commanding officer of the Weapons and Field Training Battalion, noted that the day and place were ideal for the Marine Corps "to get it right." Thursday was one of the few times when the service's birthday celebration has coincided with recruits having just finished the Crucible. It was also the eve of Veterans Day.

As the Montford Point Marines watched, several hundred recruits — exhausted and dirty — received the Eagle, Globe and Anchor and, for the first time, were called Marines.

Later, at the unveiling of the plaque, the Montford Point veterans were praised for helping the Marine Corps realize that courage, not race, is the defining characteristic of a good Marine.

"You were ahead of the greats" of the civil rights movement, Dowling said. "And for that, we thank you very much. Your legacy has made our corps greater."

There were expressions of individual gratitude as well.

"Thank you," Sgt. Major Trevor Jackson, a black Marine, told the veterans. "Without you, there would be no me."

Human Relations

http://www.nytimes.com/2011/11/14/education/columbia-actively-recruits-veterans.html?_r=1&hpw

Recruiting Veterans, Columbia Finds an Impressive Applicant Pool

By Michael Winerip

The New York Times, 13 November 2011

CAMP PENDLETON, Calif. — Two years ago, in an effort to attract more veterans to Columbia, Curtis Rodgers, a dean of admissions, began recruiting at military bases. Almost immediately he noticed differences between the [Marines](#) and the typical 18-year-old Ivy League applicant.

Marines are less aggressive. When Mr. Rodgers asked Sgt. Tiffani Watts at the end of a recent interview if she had any questions, the Marine answered, “I do, sir, but I don’t want to make you late for your next interview, sir.”

Marines are open about academic weaknesses. “To be forthright, sir, I did very poorly in high school,” Cpl. Leland Dawson began his interview. “It was a bit shaky, sir.”

Marines are understated. While 18-year-olds describe in detail a week they spent in Costa Rica building houses for the needy, Sergeant Watts, Cpl. Benjamin Vickery, Cpl. Tyler Fritz and Cpl. Andrew King barely mentioned their deployments to Iraq and Afghanistan. “No one wants to brag about something so terrible,” Corporal King said. “In a brief 30 minutes you can’t explain something that dramatic in your life.”

Which makes the dean’s interviews with Marines a little tougher. “They tend to play down their accomplishments,” Mr. Rodgers said.

Life has come full circle for the military and Columbia. In 1947, Columbia opened its [School of General Studies](#) to accommodate returning World War II veterans whose education was financed by the G.I. Bill. During the Vietnam War protest years, veterans all but disappeared from campus and stayed disappeared for decades.

And now, in good part thanks to passage of the Post 9/11 G.I. Bill in 2008, veterans are returning in numbers not seen in half a century. Of the 1,500 undergraduates at Columbia’s School of General Studies — which serves older, nontraditional students — 210 are veterans, up from 50 three years ago. (General Studies students take the same classes and get the same degree as other Columbia undergraduates.)

According to Wick Sloane, who writes a column for [Inside Higher Ed](#), Columbia is the most aggressive recruiter of veterans among Ivy League colleges. Cornell is second, with 48.

A week ago, in his “[Doonesbury](#)” comic strip, Garry Trudeau took a swipe at other universities for not doing better. “Athletes? Sure. Legacies? In spades,” B. D., the Vietnam veteran, says to an admissions director. “But veterans? Some of the country’s most talented, motivated kids? Not so much!”

Yale, Mr. Trudeau’s alma mater, has eight undergraduate veterans on the G.I. Bill, according to a spokeswoman.

Recruiting visits made by Mr. Rodgers and his admissions team include the Bronx High School of Science, Lycée Français de New York, Milken Community High School in Los Angeles, Camp Lejeune in North Carolina and Camp Pendleton here in Southern California.

Columbia is one of 190 colleges in the [Leadership Scholar Program](#), which helps Marines navigate the admissions process after leaving the Corps, although few visit bases to recruit.

In a day sitting in on interviews with the 10 applicants — all in their mid-20s — a pattern emerges: generally speaking, they once were lost, but now are found.

http://www.nytimes.com/2011/11/14/education/columbia-actively-recruits-veterans.html?_r=1&hpw

Mr. Rodgers asked Corporal Vickery why he had dropped out of Florida State University. “My father died, and then six months later my mother died and I left to take care of my brother,” he said. “I didn’t know what to do with myself and thought the Marines would give me a focus.”

Sergeant Watts described growing up in La Porte, Ind., with little direction or ambition. “I came into the Marines kind of a wayward child,” she said.

No more. She spent hours preparing for the interview. “I’ve been reading extra hard,” she said while waiting her turn. “I did several practice interviews with my captain. He believes in me a lot. He told me I have nothing to worry about, I’m ready.”

Midday, Mr. Rodgers did a telephone interview from Afghanistan with Corporal Fritz, who spoke quite a bit about his love for debate in high school, and how he’d read novels like “The Great Gatsby” to learn about New York. The corporal did not mention that it was midnight there; or that he’d just gotten off a 12-hour shift; or that his job is to be rushed into combat to provide backup whenever a unit from the Seventh Marine Regiment is under attack.

After hanging up, Mr. Rodgers said, “He got 2100 on his SATs.”

Mr. Rodgers brought along Columbia T-shirts for an information session with the Wounded Warrior Battalion. Most of the wounds — whether shrapnel buried all over a body or post-traumatic stress disorder — are invisible. So it was a little jarring when Staff Sgt. Jauntianne Saleigh, a counselor, raised her hand and said: “You told us some form of standardized test score was required, but a lot of our Marines don’t do well on standardized tests. They’ve suffered [traumatic brain injury](#) and have to learn to talk all over again.”

Mr. Rodgers said things were handled case by case.

Though applicants had been screened by the Marine command, there was a wide range of abilities. One corporal told Mr. Rodgers he would be taking introduction to algebra at Washtenaw Community College in Michigan in January, and hoped to enter Columbia next fall, majoring in economics and statistics.

Others would be strong candidates anywhere. In military language schools, Corporal King has learned Persian (Tehrani and Shirazi dialects); Dari, Pashto and Baluchi. During high school he had mastered German and Latin and was accepted at the University of Virginia and Emory, but as one of six children, he couldn’t afford an elite school.

He is scheduled to be deployed for his second tour to Afghanistan next month, and he hopes to enter college in September.

Several of the Marines had asked Mr. Rodgers whether he thought they’d feel out of place at an Ivy League school, although it wasn’t something Corporal King had thought much about. “After surviving firefights, sitting on a college campus with someone who doesn’t like me is the least of my worries,” he said.

Corporal King said he was pleased with his interview, but he had forgotten to say one thing: “I wanted to convey to Dean Rodgers that just because I served in Afghanistan doesn’t mean I have P.T.S.D. and will be a mental health risk to an institution.”

E-mail: oneducation@nytimes.com

http://www.washingtonpost.com/world/national-security/troops-feel-more-pity-than-respect/2011/10/25/gIQANPbYLN_story.html

Troops feel more pity than respect

By Greg Jaffe,
Washington Post, 14 November 2011

The event was a Wall Street gala that raised millions of dollars for homeless veterans in New York City. Kid Rock sang a ballad about helplessness, frustration and loss. On cue, several hundred soldiers, sailors, airmen and Marines strode into position around him. The black-tie crowd rose to its feet and cheered. “The servicemen and women were regarded as heroes,” said David Saltzman, who organized the spring fundraiser.

A senior military officer at the gala, also attended by the Joint Chiefs then-chairman, Adm. Mike Mullen, saw the troops’ role differently. “They were rolled out like some sort of orphan kid,” the officer wrote in an e-mail. “I’m sure the organizers meant well. I know they did. But it wasn’t respect, really. It was pity.” The starkly conflicting impressions illustrate the uneasy relationship that has taken hold between the military and an often distant, sometimes adoring American public.

The troops are lavished with praise for their sacrifices. But the praise comes with a price, service members say. The public increasingly acts as if it feels sorry for those in uniform. “We aren’t victims at all,” said Brig. Gen. Sean B. MacFarland, who commanded troops in Iraq and will soon leave for Afghanistan. “But it seems that the only way that some can be supportive is to cast us in the role of hapless souls.”

The topic is a sensitive one for military leaders, who do not want to appear ungrateful or at odds with the public they serve. They also realize that the anger that returning troops faced in the latter years of the Vietnam War was far worse. As a result, most of the conversations about pity take place quietly and privately among combat veterans. After his two sons returned from combat tours with the Marines, retired Col. Mark Cancian warned them that people outside the military would view their service from two perspectives.

Some would look at them with a sense of awe because they faced down insurgents and traveled to exotic places. Others would wonder whether there was an “angry, violent veteran beneath the surface,” said Cancian, who fought in Iraq and returned to a senior government job in Washington. During his job search, he said, he sensed that some interviewers had subtly inquired whether he would be able to hold up under the strain of a demanding Washington job immediately after his combat tour. “When you talk about your service, you need to counter the negative impressions,” Cancian recalled telling his sons.

The military’s unease springs, in part, from American indifference to the wars. Battlefield achievements are rarely singled out for praise by a country that has little familiarity with the military and sees little direct benefit from the Iraq and Afghanistan wars.

“We, as a nation, no longer value military heroism in ways that were entirely common in World War II,” said retired Lt. Gen. David Barno, who commanded U.S. troops in Afghanistan. Instead, praise from politicians and the public focuses largely on the depth of a service member’s suffering. Troops are recognized for the number of tours they have endured, the number of friends they have lost or the extent of their injuries.

The heavy focus on sacrifice can feel a lot like pity. In August, when Afghan insurgents [shot down a helicopter, killing 30 U.S. troops](#), Gen. James N. Mattis, who oversees U.S. forces in Iraq and Afghanistan, reacted stoically to the sudden outpouring of emotion and regret from the public. “We grieve for our lost comrades and especially for their families, yet we also remember that the lads

http://www.washingtonpost.com/world/national-security/troops-feel-more-pity-than-respect/2011/10/25/gIQANPbYLN_story.html

were doing what they wanted to be doing and knew what they were about,” he told a reporter. “This loss will only make the rest of us more determined, something that may be difficult for those who aren’t in the military to understand.”

Lower-ranking officers feel a similar frustration. “America has unwittingly accepted the idea that its warriors are victims,” Lt. Col. John Morris, a chaplain for the Minnesota Army National Guard, told the Rotary Club of St. Paul in August. Morris visited the Rotary Club to encourage business leaders to offer internships to veterans who face an unemployment rate that is almost twice the state average. “Why are we unemployed, after we have done one of the greatest things in our lives, and that is serve our nation in combat?” he asked. “I think it is because America has bought into the notion that we might be damaged goods.”

Portrayals of veterans in earlier conflicts, such as World War II, did not shy away from depicting troops’ mental and physical wounds. The 1946 movie “The Best Years of Our Lives,” which set box office records and won seven Oscars, tells the story of three veterans’ postwar struggles. “The movie is quite brutal,” said Elizabeth Samet, an English professor at the U.S. Military Academy. The troops — two soldiers and a sailor — deal with alcoholism, nightmares, anger and poor employment prospects.

The men, however, reap benefits from their combat trauma. Their life-and-death experiences give them confidence, optimism and a moral clarity that civilians lack. When the sailor, who has lost his arms, is pitied by a customer at a soda fountain, another veteran intervenes and slugs the pitier. The depiction of the veterans was influenced by the outcome of the war. The United States’ triumph over fascism and its emergence as a global power fostered a belief that the troops’ best years and the nation’s best years were still ahead.

The divisive Vietnam War shifted the frame. The American public vented its frustration with the losing war on front-line troops, who were often portrayed as troubled, violent and angry. More recently, collective guilt over the reception Vietnam veterans received has led both Republicans and Democrats to press the entertainment industry to do more to extol returning troops. Two months after the Sept. 11, 2001, terrorist attacks, Karl Rove, then a senior adviser to President George W. Bush, traveled to Hollywood to encourage film executives to highlight the heroism of U.S. armed forces.

Ten years later, first lady Michelle Obama followed in Rove’s footsteps and exhorted Hollywood to make movies and television shows that will give the public a fuller understanding of military families. “I want the conversation to be different,” Obama told film industry executives this summer. “This is about making sure that these families feel like everyone in the country understands their sacrifices, appreciates them, and that we’re all doing our part to step up.”

Both parties have struggled to articulate what the public should do to show their support. “I put some of the blame on the Bush administration,” said Peter Feaver, who served on Bush’s National Security Council. “We were unable to come up with symbolic ways to involve the American public in the wars.”

The private sector has tried to express thanks through big giveaways. As part of a nationwide fundraiser, Miller Brewing Co. encouraged customers to [mail in bottle caps](#) from their beers over the summer. The brewer promised to donate 10 cents for each cap to a fund that would buy ballgame and concert tickets for the troops.

The Applebee’s restaurant chain thanked current and former service members last week by serving them 1 million free meals on Veterans Day. Troops who eat out in uniform are routinely treated to free food by fellow diners. Lt. Col. Mark Weber joked that he recently “scored a twofer” while

http://www.washingtonpost.com/world/national-security/troops-feel-more-pity-than-respect/2011/10/25/gIQANPbYLN_story.html

dining out in uniform. Two sets of anonymous donors picked up his \$20 lunch tab. Weber used the extra cash to leave a giant tip.

“It’s kind of bizarre,” said Weber, who has a master’s degree from Georgetown University. “People want to help, but they don’t know how. They feel powerless.” To some soldiers, who are better-paid and -educated than many Americans, the charity can strike the wrong chord. The giveaways can seem like acts of atonement, designed to make up for many Americans’ indifference to the wars and their reluctance to serve.

“Don’t thank me for my service, don’t give me 5 percent off my Starbucks, don’t worry about yellow ribbons,” Lt. Col. Michael Jason, a battalion commander at Fort Stewart, Ga., wrote on his Facebook page on Memorial Day. “Do me this one favor: tell your children that there is another calling out there. . . . Talk to your kids about serving their country and their fellow citizens.”

Miscellaneous

Guest opinion: Time for Guard to join JCS

By Dennis McCarthy - Special to Military Times

Army Times, 14 November 2011 16:12:07 EST

Should the chief of the National Guard Bureau have a full seat on the Joint Chiefs of Staff?

Many with whom I have spoken on this subject over the years have heard me say I am against it. Well, that was then. Call me a flip-flopper, but I have decided that I must change my position.

On one level, my Marine Corps heritage might predispose me toward this view. When the post-World War II Joint Chiefs system originated, the commandant of the Marine Corps was not included. When his membership was proposed, all manner of objections were raised.

Eventually, he was allowed to attend meetings and even to participate on “matters of importance to the Marine Corps.” But he was not a member.

Gen. Louis H. Wilson, the 26th Commandant and a recipient of the Medal of Honor, changed that based largely on his personal credibility. Today, I would wager that no one seriously doubts the propriety of full Marine Corps representation.

But those, perhaps, are emotional arguments. The fact is the Marine Corps is a service in its own right. Is the National Guard a service? Aren't the Army National Guard and Air National Guard part of their “parent” services? That logic has always persuaded me until now.

But as I think more deeply about this question, I realize the answer is “not always.” Putting aside for a moment the fact that neither the Marine Corps nor the Air Force are mentioned in the Constitution, the framers of that remarkable document took note of three armed “services.”

In Article I, Section 8, they enumerated the power “to raise and support Armies; to provide and maintain a Navy; and to provide for ... the Militia.” Three branches, identified with capital letters. But it is the Militia that is unrepresented on the Joint Chiefs of Staff, much to the detriment of a cohesive and coordinated national security effort.

When the Army National Guard is called to service as a part of the Army, it can certainly be argued that its equities will be well represented by the Army chief of staff. The same can undoubtedly be said for the Air National Guard and the Air Force.

But who speaks for the Militia? The effectiveness and availability of the Army and Air Guard to augment and reinforce under Title 10 is substantially related to the way they recruit, organize and train in a Militia status.

As the 2010 Quadrennial Defense Review and every subsequent force structure review has pointed out, in the 21st century the “total force” (which certainly includes the Militia) will be required to maintain America's security and place in the world. Accordingly, the strength and well-being of the Militia will play a key role.

I have never heard an Army or Air Force chief of staff claim to be an expert on, or a spokesman for, the Militia. This is not false modesty on the part of those dedicated and exceptional officers. It is simply an honest recognition that the Militia experience is not an area within their training or expertise.

Successive four-star officers drawn from the regular military establishment and sent to lead U.S. Northern Command have quickly learned how little they knew prior to their assignment about the Militia.

In my own experience in the Pentagon, I saw firsthand the lack of understanding of basic Militia issues when the secretary of defense was presented with the necessity of making decisions about the

<http://www.armytimes.com/news/2011/11/military-opinion-national-guard-joint-chiefs-111411w/> assignment of Militia forces during the Deepwater Horizon oil spill. Regular flag officers, preeminently skilled in military operations, simply did not have some of the fundamental knowledge and experience the secretary of defense needed.

As expected, when the Joint Chiefs appeared before Congress recently to discuss this issue, they all say that the chief of the National Guard Bureau is a valued colleague who is almost always invited into “the Tank” for JCS meetings, and that they value his opinion. This sounds very reminiscent of the role prescribed for the commandant of the Marine Corps before Gen. Louis H. Wilson took his stand that led to the inclusion of the commandant as a full-fledged member of the Joint Chiefs.

The Militia is a constitutionally rooted force of vital national importance, especially in a time of grave threats at home as well as abroad. When military options are being prepared for the president and secretary of defense, the Militia’s viewpoint should be spoken by a member of the Joint Chiefs of Staff.

Dennis McCarthy is a retired Marine Corps major general and former assistant secretary of defense for reserve affairs.

<http://www.signonsandiego.com/news/2011/nov/12/medgar-evers-widow-christens-navy-ship-his-name/>

Medgar Evers' widow christens Navy ship

By Gary Robbins

San Diego Union-Tribune, November 13, 2011

Back in the early 1990s, when he was governor of Mississippi, Ray Mabus made Myrlie Evers a promise that she doubted he would ever keep:



Myrlie Evers christens a dry cargo ship named for her late husband by smashing a bottle of champagne against the hull during a ceremony Saturday at General Dynamics-NASSCO in San Diego. — Charlie Neuman

“I will do something at some point to see to it that Medgar Evers is remembered for the man he was,” Mabus told the widow of the World War II veteran and slain civil-rights leader.

Myrlie Evers said this week: “I thought he was just saying something to be nice. But he made good on his word.”

The promise was fulfilled Saturday when Myrlie Evers smashed a bottle of champagne against the hull of the 689-foot USNS Medgar Evers, christening a \$500 million dry cargo ship at General Dynamics NASSCO on San Diego Bay. Mabus named the ship not long after he became secretary of the Navy.

Standing before a crowd that included civil-rights leaders such as Julian Bond and Vernon Jordan, Myrlie Evers said, “I will not have to go to bed ever again wondering whether anyone will remember who Medgar Evers is.”

Scores of Navy ships have been christened at NASSCO, the last major shipbuilder on the West Coast. But Saturday’s ceremony was an unusual and unflinching reminder of the segregation and other racial discrimination that gripped the Deep South.

Medgar Evers was a Mississippi native who joined the Army in 1943 and fought in France and Germany before making it back safely three years later.

“He was fortunate enough to come home, but he found that he was still a second-class citizen,” said his widow, now 78. “His father was still being called ‘boy.’ His mother was still being called ‘girl.’ Medgar could not register to vote. He tried, but he and his brother, Charles, were blocked.

“His family was visited one night by men in white robes. His father answered the door, and one of the men said, ‘Tell those little n----- boys of yours that they will never be able to vote. I can tell you this because Medgar related these stories to me. It was not with bitterness, but with anger and the determination to change things.’”

Medgar Evers earned a college education, sold insurance and began working for the NAACP, peacefully fighting prejudice through voter registration drives. He also helped organize boycotts against companies that were believed to have discriminated against blacks. And he tried, unsuccessfully, to become the first black person to enroll at the University of Mississippi.

<http://www.signonsandiego.com/news/2011/nov/12/medgar-evers-widow-christens-navy-ship-his-name/>

Evers became famous over time, especially for helping to uncover details about the murder of 14-year-old Emmett Till, who was killed after he allegedly flirted with a white woman.

Racial tensions continued to escalate, affecting Medgar and Myrlie Evers personally.

In May 1963, their home was firebombed. About a month later, on June 12, 1963, Medgar Evers was shot in his driveway and died an hour later. White supremacist Byron De La Beckwith was convicted, more than 30 years later, of the murder. Two earlier trials, involving all-white juries, deadlocked.

Navy Secretary Mabus, a fellow Mississippi native, spoke extensively about Evers on Saturday, calling him a man who “fought in a principled and nonviolent way. ... In a real sense, he set us all free. His life was a mighty blow against the chains of racism that bound us all for too, too long.”

Myrlie Evers took the podium moments later and talked about the lesser-known people who helped her husband advance civil rights. She stepped to the microphone about the time rain resumed falling at NASSCO.

“I can envision the rain drops being the tears from all of those people in this country who have fought so long and so hard to get where we are today. But those were not tears of sorrow. They were tears of joy. So ... let the rain come down. It’s all right.”

Misconduct

Navy: Ex-CO of Norfolk Naval Shipyard intimidated others

By Brock Vergakis

The Associated Press ©/ PilotOnline.com, November 15, 2011

NORFOLK: The former commanding officer of Norfolk Naval Shipyard in Portsmouth slapped a female worker on the shoulder and regularly yelled at his subordinates while using profanity, intimidating them, a Navy investigative report said.

Capt. Gregory Thomas was permanently removed from command on Oct. 25 for conduct unbecoming an officer and a gentleman. Details of what led to his removal were in a report by the Navy inspector general's office and obtained through the Freedom of Information Act.

Thomas denied slapping the woman. He apologized for some of his comments and denied using profanity at times. One unidentified man interviewed by investigators said the pressure to improve performance at the shipyard reached such levels that he feared someone would hurt Thomas. "He believed that at some point someone was going to 'snap under pressure' being applied by" Thomas, the report said.

The shipyard repairs, overhauls and modernizes ships and submarines. Thomas took command there in September 2010 after the previous commanding officer, Capt. William Kiestler, was removed because of a loss of confidence in him that revolved around critical maintenance work and declining shipyard performance.

Navy investigators received a complaint about Thomas being abusive toward subordinates in April and temporarily reassigned him in May while it investigated the allegations. Before the complaints, Thomas had been selected for the rank of rear admiral. The investigative report said Thomas set an uncompromising high standard and that he inferred to investigators that his style caused some bruised egos among his management team. He said there was resentment by some of them by his hands-on, detail-oriented approach to the command.

The report noted several people interviewed by investigators found that Thomas always acted in a professional manner and that some of the complaints didn't rise to the level of inappropriate behavior. Of 45 witnesses who were interviewed, nine said they were subjected to demeaning, insulting or profane language or intimidating behavior. The report noted one person cried after being told by Thomas over the telephone that she was the worst administrative person he had ever seen. It was such a loud conversation that at least one other person could overhear what Thomas said.

"It is clear from the evidence presented, that many of the individuals identified above suffered unwarranted personal or professional embarrassment," the report said. "His frequent use of profanity, yelling, intimidation, and threats of firing while addressing their performance of assigned duties was injurious to their sensibilities and not what a reasonable man would expect to have to endure from their leader."

In one case, a woman said Thomas hit her on the left shoulder several times after approaching her to speak about a late inspection for the vessel Norfolk. Thomas said he didn't hit the woman. "I did not harshly pound (redacted) on the shoulder as I am alleged to have done sometime in February," he wrote to investigators in a statement submitted through an attorney. "I adamantly deny the allegation."

Investigators said the woman was a credible witness, her recollection of what happened was clear and she complained to a supervisor shortly after it happened. Thomas has been reassigned to administrative duties. ([The full 39 page Report can be found at the web site of this article](#))

http://www.nytimes.com/2011/11/11/us/calvin-gibbs-convicted-of-killing-civilians-in-afghanistan.html?_r=1

Soldier Is Convicted of Killing Afghan Civilians for Sport

By William Yardley

The New York Times, 10 November 2011

JOINT BASE LEWIS-McCHORD, Wash. — The soldier accused of being the ringleader of a rogue Army unit that killed three Afghan civilians last year for sport, crimes that angered Afghan leaders and villagers and rattled high levels of the American military, was found guilty of all charges on Thursday.

The soldier, Staff Sgt. [Calvin Gibbs](#), 26, of Billings, Mont., was found guilty of three counts of murder, of conspiring to commit murder and several other charges, including assaulting a fellow soldier and taking fingers and a tooth from the dead. He was sentenced to life in prison but could be eligible for parole in less than 10 years.

The verdict, rendered in under a day of deliberations by a five-member panel after a nine-day court-martial at this base 45 miles south of Seattle, was a decisive victory for Army prosecutors, whose case against Sergeant Gibbs was built largely on testimony from other soldiers, including many who had pleaded guilty in the crimes. Of the five soldiers accused of murder in the case, three have pleaded guilty, one of them to manslaughter.

Sergeant Gibbs's lawyer, Phillip Stackhouse, tried to convince the panel that most of the soldiers who accused his client were doing so to get more lenient sentences, and that accounts from the soldiers differed. Army prosecutors said that because many of the soldiers had already pleaded guilty to murder and other serious charges, they had no reason to lie. "All to frame Staff Sergeant Gibbs?" Maj. Robert Stelle asked the panel during his closing arguments on Wednesday. "It's ridiculous. It's ridiculous."

All told, five soldiers were charged with killing civilians in three separate episodes early last year. Soldiers repeatedly described Sergeant Gibbs as devising "scenarios" in which the unit would fake combat situations by detonating grenades or planting weapons near their victims. They said he even supplied "drop weapons" and grenades to make the victims appear armed. Some soldiers took pictures posing with the dead and took body parts as trophies. Sergeant Gibbs is accused of snipping fingers from victims and later using them to intimidate another soldier.

He also pulled a tooth from one man, saying in court that he had "disassociated" the bodies from being human, that taking the fingers and tooth was like removing antlers from a deer.

Sergeant Gibbs said he that was ashamed of taking the body parts, that he was "trying to be hard, a hard individual." But he insisted that the people he took them from had posed genuine threats to him and his unit.

The soldiers were members of the former Fifth Stryker Brigade, Second Infantry Division, which deployed to Afghanistan from this base in 2009. They spent much of their time patrolling roads and small villages near Kandahar, and some soldiers have said the sport killings followed frustration that the unit had not seen more combat.

Sergeant Gibbs joined the unit as a squad leader in the fall of 2009, several months into the deployment, having served previously in Iraq. He was big, 6 feet 4 inches tall, and his fellow soldiers described him as charismatic and tactically smart. While many members in the unit have admitted to smoking hashish on patrol, Sergeant Gibbs was not accused of taking drugs.

By January 2010, the first killing had taken place. The next occurred in February and the last in May. Each time the deaths were cast as combat situations.

http://www.nytimes.com/2011/11/11/us/calvin-gibbs-convicted-of-killing-civilians-in-afghanistan.html?_r=1

While some of accused admitted involvement and implicated Sergeant Gibbs from the moment the investigation began, in May 2010, Sergeant Gibbs consistently said he was not guilty, that all of the killings happened in what he believed were legitimate combat situations. “Keep this one word in mind: betrayal,” Mr. Stackhouse told the panel, “because what you’re seeing in this case is the ultimate betrayal of an infantryman.”

Sergeant Gibbs appeared stunned, his mouth open, when the verdict was read.

One of the principal witnesses against him, Pfc. Jeremy Morlock, pleaded guilty to all three killings in March and faces a 24-year sentence. Specialist Adam C. Winfield pleaded guilty in August to manslaughter in one of the killings and faces three years in prison. Pfc. Andrew Holmes pleaded guilty to one of the killings in September.

Many of the defendants, as well as six others charged in the unit, pleaded guilty to other charges, including smoking hashish and assaulting a soldier who eventually led Army investigators to discover the killings.

Sergeant Gibbs was the highest-ranking soldier charged in the case. The leader of the entire Stryker Brigade, Col. Harry D. Tunnell IV, was removed from his position in the summer of 2010, after the investigation into the killings began.

Racism

German neo-Nazi terror cell linked to 10 murders

By Rick Noack, CNN Edition: International

CNN, 15 November 2011

Berlin (CNN) -- Two suspects believed to be members of a neo-Nazi terror cell involved in killing at least 10 people, mostly of Turkish and Greek origin, have been arrested, German prosecutors said. In a video which they apparently planned to send to German media outlets, the alleged terrorists claim to have killed eight ethnic Turks, one ethnic Greek and a police officer from 2000 to 2007, prosecutors said. The attacks occurred all over Germany and became known as the "Doener Murder Series." Until the arrests, police had not thought they were committed by the same people.

The German magazine *Der Spiegel* reported that the right-wing extremists also claim in the video to be responsible for several bank robberies and a nail-bomb attack in Cologne in 2004, which hit a street with mostly Turkish and Kurdish residents. German Interior Minister Hans-Peter Friedrich said Monday: "It looks like we are facing a new form of right-wing extremist terrorism." Authorities in the country have not previously believed there were active, organized right-wing terror cells operating in Germany, experts say.

Germany's Federal Public Prosecutor's Office took charge of the investigation on Friday. Two of the alleged terrorists, identified as Uwe B. and Uwe M., were found dead in a burning motor home on November 4, the prosecutor general's office said. Their flatmate Beate Z. set off a bomb in the eastern German town of Zwickau and then fled, prosecutors said. Four days later she turned herself in to local police, they said.

Investigators have found the weapons that were used in the attacks, the prosecutor general's office said. They also say pro-Nazi materials have been found -- potentially itself a crime under post-war German laws banning the promotion of Adolf Hitler or Nazi symbols.

On Sunday another man, Holger G., was arrested near Hannover on suspicion of involvement in terrorist activities, prosecutors said. "He is suspected of being a member of the terrorist group "National Socialist Underground (NSU)," they said in a statement Sunday.

Authorities do not currently believe the four were part of a larger group. No one has been charged with a crime at this point. The news has sparked outrage among Germans.

Der Spiegel labeled the group the "Brown Army Faction," a reference to the brown shirts worn by Adolf Hitler's Nazis and to Germany's best-known left-wing terror group, the Red Army Faction.

Right-wing wing extremism expert Hajo Funke said it should have been possible to uncover the group's activities much earlier, since the three main suspects were first arrested more than a decade ago. Beate Z., Uwe M. and Uwe B. were arrested in 1998 after preparing a bomb attack, but neither the German police nor the country's equivalent of the Federal Bureau of Investigation kept them under surveillance afterwards.

Chancellor Angela Merkel said in a statement Sunday that her thoughts were with "the relatives of the alleged right-wing terrorists' victims. The victims' families can be sure on our justice system is going to do everything to solve these crimes."

Germany has a substantial ethnic Turkish population that has been in the country since the 1960s. In the past there have been isolated violent incidents targeting Turkish migrants in the country.

CNN's Frederik Pleitgen contributed to this report.

Religion

<http://www.freep.com/apps/pbcs.dll/article?AID=2011111120370>

Sides of faith collide at Ford Field prayer rally

By Niraj Warikoo

Detroit Free Press, 13 November 2011

Speaking to thousands inside Ford Field, the controversial leader of a 24-hour prayer rally in Detroit called Friday evening for Jesus to rule over Detroit, Dearborn and America. Otherwise, he warned, the U.S. will fall into ruin.

"We need Jesus' face to appear all across America," Lou Engle thundered to a cheering crowd at TheCall, a movement that has drawn criticism.

Before the rally began, about 150 people protested against Engle, who is with a movement called the New Apostolic Reformation. Its leaders often rail against Muslims, gays, abortion, Catholics, African Americans and politicians who support abortion rights.

They say Dearborn is under demonic control because of its Muslim population. And they say they believe African Americans have been cursed by Satan in recent decades because they vote Democratic.

Organizers for Engle's prayer event were expecting 50,000 to 70,000 people to show up, but the crowd size was markedly smaller than that, with much of the stadium unfilled. They also were heavily targeting African Americans in Detroit, but most of the crowd was white.

"Their message is not one of inclusion; it's of hate," said Jennifer Teed of Detroit, who opposed Engle's prayer event. "I don't see how that's religious."

She held up a sign that read, "All are people" and "Standing on the Side of Love."

The protest against Engle featured Catholic, Baptist and Methodist pastors from Detroit, as well as gay rights and women's activists. Chanting "Stop the hate" and "Spread the love," the protesters said the prayer rally inside the stadium promotes division and intolerance.

"God did not call us to hate," said the Rev. Charles Williams of Historic Solomon Baptist Church in Detroit.

In the past year, Engle and his supporters have said their message is the key to reviving the world. Engle says black gospel music can defeat pop culture and then lead a generation to convert Muslims.

"We believe that God wants to raise up a new worship sound out of Detroit," said Engle, who is based in Kansas City, Mo., at the International House of Prayer.

But several Detroit clergymen said they were being patronizing and racist toward minorities. Some Muslims were concerned about their mosques because Engle and others made references to targeting local Islamic centers.

During his talks Friday night, Engle often referred to Dearborn, calling for Jesus to appear "all over Dearborn, all over Michigan."

From 3-6 a.m. today, the rally will focus specifically on defeating Islam in Dearborn and eventually around the world. Engle said Muslims will dream of Jesus while the group is praying at Ford Field.

Critics said Engle is part of a movement that promotes intolerance.

Cheryl Voglesong of Royal Oak held up a sign outside Ford Field that read: "Take Thy Fearmongering back to Kansas. We don't want it."

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Sexual Assault / Harassment

<http://www.stripes.com/news/us/lawmaker-commands-shouldn-t-investigate-military-rape-cases-1.161086>

Lawmaker: Commands shouldn't investigate military rape cases

By Michael Doyle

McClatchy Newspapers/Stars and Stripes, 17 November 2011

WASHINGTON — A Northern California congresswoman is deploying a mix of old and new political techniques in an aggressive effort to change how the military handles sex crimes.

The concerted campaign by Rep. Jackie Speier, D-San Mateo, aims to remove military sex crimes investigations and prosecutions from the standard chain of command. Even if it falls short, the campaign already is a case study in how 21st century political momentum is built.

"This silent epidemic is over," Speier said of military sexual assault Thursday.

This week, Speier introduced a bill that would assign all military sexual assault cases to a new Sexual Assault Oversight and Response Office. Another new Pentagon office would oversee all sexual assault-related prosecutions.

Speier says the new bureaucracy is necessary for sexual assault-related cases because the current system is "woefully inadequate" and overly influenced by the chain of command.

"Men and women who have been sexually assaulted in the military have come to realize that 'military justice' is an oxymoron," Speier said at a crowded news conference.

The military reported receiving 3,158 allegations of sexual assault in Fiscal Year 2010. Many cases were dropped for lack of evidence or because the alleged victim refused to cooperate. Other cases were carried over to the following year.

Of allegations filed and resolved in 2010, courts-martial or administrative disciplinary actions were initiated in 468 cases, the Defense Department reported.

Legislatively speaking, the creation of a new military justice bureaucracy unique to sexual assault crimes may be a long shot. A 176-page Pentagon task force report on sexual assault in the military completed in December 2009 didn't mention the concept, nor has the non-partisan Government Accountability Office in its recent studies.

Speier did not offer a cost estimate for establishing the new system.

Still, the idea is appealing in some circles. Within a few hours, Speier secured 41 House co-sponsors, including Rep. Doris Matsui, D-Sacramento, and 11 others from California. So far, all are Democrats.

The bill introduction Wednesday and the accompanying news conference Thursday, in turn, punctuated a campaign Speier began last spring. It has taken several turns, and tapped several experienced California political operators along the way.

Following discussions with Speier, long-time human-rights activist Nancy J. Parrish earlier this year founded a non-profit organization called Protect Our Defenders. Parrish previously chaired Speier's unsuccessful 2006 campaign for lieutenant governor.

The organization's online media boss, Brian Purchia, formerly served as new media director for then-San Francisco Mayor Gavin Newsom. Its web site includes videos of sexual assault victims recounting their experiences, as well as an online petition.

"We're trying to build momentum from the ground up," Parrish said.

<http://www.stripes.com/news/us/lawmaker-commands-shouldn-t-investigate-military-rape-cases-1.161086>

More than a dozen men and women who say they were sexually assaulted in the military joined Speier and Parrish at the news conference Thursday. Some, like 30-year-old Marine veteran Stephanie B. Schroeder, also are pursuing a class-action lawsuit against Pentagon officials for allegedly failing to protect servicemen and women.

"I was told, 'You had sex and then you changed your mind,'" Schroeder, who said she was raped in a bathroom by a fellow Marine, recalled Thursday.

A federal judge in Northern Virginia on Friday will consider the Pentagon's request to dismiss the lawsuit.

Besides working closely with Protect Our Defenders, Speier last spring began delivering weekly House floor speeches recounting military sexual assault allegations. This week, leading up to her bill introduction, she delivered her 12th. She also has talked with the likes of Defense Secretary Leon Panetta, with whom she recently dined at the Pentagon.

Neither the Pentagon nor Panetta, though, has taken a public position on the new bill.

Lawsuit alleges tolerance for rape, sex abuse in military

By Bill Sizemore

The Virginian-Pilot, © November 14, 2011

VIRGINIA BEACH: A female sailor who worked in a support role for a Virginia Beach-based SEAL team is one of 28 plaintiffs who allege in a federal lawsuit that they were raped or sexually assaulted with virtual impunity while on military duty.

The plaintiffs - 25 women and three men from all of the services - accuse two former defense secretaries, Donald Rumsfeld and Robert Gates, of allowing the perpetuation of a military culture in which sexual abusers go unpunished and are even promoted, while their victims are discouraged from seeking justice and subjected to harassment and retaliation when they do.

Petty Officer 1st Class Amy Lockhart

alleges she was raped by a member of a Beach-based SEAL team while she was blacked out after a night of drinking with sailors during a pre-deployment training trip to California in February 2010. She also says her senior enlisted leader failed to take her accusations seriously, dismissing them with degrading, sexually charged language, including calling her a "slut."

When Lockhart pressed ahead with the rape allegation, it was investigated by the Navy and the charge was dismissed after a preliminary hearing on grounds of insufficient evidence. After a separate investigation, her senior enlisted leader, a command master chief petty officer, was stripped of his position and reassigned.

Navy SEALs - highly trained, secretive, sea-air-land commandos - are still an all-male enclave, but an increasing number of their support personnel are women.

Of the 20 women in Lockhart's SEAL support unit interviewed during the Navy's investigation of her case, half said they had experienced sexual discrimination or harassment.

Nevertheless, "there is no systematic or organizational bias against female personnel" in the unit, the investigators wrote in their report. "Unfortunately there was a clear failure of leadership in this instance."

On the investigators' recommendation, the commanding officer of Naval Special Warfare Group 2 ordered commandwide training on sexual harassment and discrimination. The master chief's treatment of Lockhart was deemed "an isolated lapse in judgment."

Unsatisfied with the Navy's handling of her case, Lockhart is now pressing her allegations in a broader forum. In September, she was added as a plaintiff in the civil lawsuit, originally filed in February in U.S. District Court in Alexandria, accusing America's top military leaders of letting sexual abuse continue unchecked in the services.

The suit was filed by Susan Burke, a Washington attorney, with assistance from the Service Women's Action Network, a national support group.

Government lawyers have moved to have the case dismissed, arguing that the courts shouldn't interfere with military command and discipline and that Rumsfeld and Gates had no personal involvement in any violation of the plaintiffs' rights.

Oral arguments are scheduled for Friday.

The case is playing out against the backdrop of a Government Accountability Office study finding that sexual harassment still occurs frequently in the military despite long-standing efforts to root it

<http://hamptonroads.com/2011/11/lawsuit-alleges-tolerance-rape-sex-abuse-military> out. Alleged victims of harassment almost never formally report it, the study found, in part because they believe their complaints would not be taken seriously.

Until last year, Lockhart, 32, an information systems technician, had a blossoming 13-year Navy career marked by glowing personnel evaluations. She was named her command's Sailor of the Year in 2007 and had recently been promoted to chief petty officer.

The Virginian-Pilot normally does not identify alleged victims of sexual assault but is making an exception in this case because Lockhart willingly divulged her name.

It all began to unravel on that 2010 training trip to Niland, Calif., in the San Diego area.

Lockhart acknowledges she is not blameless in the series of events that unfolded. She admits unprofessional conduct on her part, which she blames on depression and alcohol abuse for which she is now receiving treatment.

But she says there was a sharp disparity between her superiors' response to her actions and the actions of her male colleagues.

After a day of training, Lockhart went to dinner with some of her teammates, downing six or seven beers. Later, Lockhart said in an interview, she joined a party at the special-warfare compound, where there were multiple coolers full of beer. There, she drank more.

What happened next is disputed. Lockhart said she participated in a game of "I'll show you mine if you show me yours," flashing her breasts after a SEAL exposed his genitals. However, witnesses who testified during the preliminary hearing said Lockhart initiated the game, and no one else played along. A fellow female sailor said Lockhart tried to persuade her to flash the group, but she refused. The SEAL Lockhart says started the game testified that Lockhart challenged him to expose himself, but he didn't.

Not long after that, an incapacitated Lockhart had to be carried to her bunk in the women's berthing area, where, she said, she has a hazy memory of another SEAL coming in and sitting on the edge of her bed.

The next morning, she awoke naked in her sleeping bag, unsure of how she got that way.

Back in Virginia a month later, she was brought before a disciplinary review board, a preliminary proceeding that can lead to a captain's mast, a form of nonjudicial punishment.

During that proceeding, she said, a member of the board told her he had a signed statement from the SEAL who came into her room, saying he had sex with her.

If that was true, she said, it was sexual assault, because she was passed out and incapable of consent.

Afterward, Lockhart said, her command master chief, who had presided over the hearing, told her the accused SEAL was a "close, personal family friend" of his - a fact she believes should have disqualified him from serving on the board. When she suggested a sexual assault had taken place, he is alleged to have replied, "Well, you showed your boobs. Isn't that consent enough?"

A week later, Lockhart filed a sexual assault complaint against the SEAL. In accordance with Navy policy, she was assigned a victim advocate, Chief Petty Officer Dena Hargrave.

In a signed statement later placed in the record, Hargrave recounted a conversation in which the command master chief called Lockhart a "slut" and said, "She shouldn't go about trying to purposely ruin someone's career because she got caught."

"I honestly didn't know what to say," Hargrave wrote.

<http://hamptonroads.com/2011/11/lawsuit-alleges-tolerance-rape-sex-abuse-military>

At a captain's mast in August 2010, Lockhart was found guilty of indecent exposure as a result of the California incident.

She was also found guilty of fraternization, a military term for an improper relationship between people of differing rank. That charge stemmed from a separate sexual encounter she had with a lower-ranking sailor after her return to Virginia.

She was demoted from chief to petty officer first class and put on six months' probation.

Navy investigators determined there was insufficient evidence to support Lockhart's allegation that a SEAL exposed himself on the training trip. The SEAL was not disciplined.

Lockhart's rape allegation was dismissed at the conclusion of a daylong preliminary hearing in May. Both the presiding officer and the prosecutor recommended the dismissal, Lt. Arlo Abrahamson, a spokesman for Naval Special Warfare Group 2, said in an email.

Lockhart's command master chief was given a "letter of instruction," stripped of his position and reassigned by the group commanding officer.

The letter faults him for "exceptionally poor judgment" in his handling of Lockhart's allegations.

"Comments made by you to this Sailor, and to others in reference to her, are contrary to Navy Core Values," the letter read. "You failed on multiple occasions to treat this Sailor with the basic dignity and respect every uniformed service member and civilian employee deserves."

Abrahamson said the chief's conduct was not found to be criminal, although "it at times fell well short of the minimum expectations for persons in special positions of responsibility."

He said the command is confident that Lockhart's allegations "were comprehensively, objectively, and fairly investigated."

Lockhart, who has since been transferred to a different command, said she still loves the Navy and plans to stay in the service until retirement.

"But I will never go back to special warfare because of the blatant unfair treatment," she said. "They have an arrogance about them. They think they can do anything they want."

Pilot writer Kate Wiltrout contributed to this report.

<http://www.csmonitor.com/USA/Justice/2011/1114/Two-decades-after-Anita-Hill-how-workplaces-are-handling-sexual-harassment>

Two decades after Anita Hill: how workplaces are handling sexual harassment

Sexual misconduct allegations against GOP presidential hopeful Herman Cain have put a spotlight on secret settlements, which many businesses are turning to in sexual harassment cases.

**By Husna Haq, Correspondent
Christian Science Monitor, 14 November 2011**

The issue of sexual harassment in the workplace was seared into the national consciousness when, in 1991, Anita Hill accused Clarence Thomas of making harassing sexual statements at his confirmation hearings to be a US Supreme Court justice.

Since then, businesses have undertaken countless hours of sexual harassment seminars, employers have heeded legislation that makes them liable for punitive damages in these kinds of cases, and several high-profile class action lawsuits – particularly in the 1990s – have ended in the awarding of big damages to victims of harassment.

Yet even with all this, workplaces have seen sexual harassment claims go down just slightly in the past decade.

RECOMMENDED: Six things that have raised awareness of sexual harassment

Now, some 20 years after the Thomas hearings, sexual misconduct allegations against GOP presidential hopeful Herman Cain are drawing fresh attention to the issue of sexual harassment.

In particular, the controversy surrounding Mr. Cain has put a spotlight on secret settlements – legal agreements with confidentiality clauses that prohibit accusing parties from disclosing details about the alleged misconduct, in return for money or other benefits.

The National Restaurant Association, which Cain headed in the late 1990s, entered into secret settlements with two women who accused the businessman of unwanted sexual advances. The NRA reportedly paid the women \$35,000 and \$45,000.

Such settlements are gaining popularity, say workplace discrimination experts. With these secret agreements, employers can avert costly legal fees, and as important, damaging publicity. But many see worrisome consequences.

The use of confidential settlements "started in the '90s, and it's really taken off since," says Julie Berebitsky, a professor of history and women's studies at the University of the South in Sewanee, Tenn., and author of the forthcoming book "Sex and the Office: A History of Gender, Power, and Desire." She adds, "Moving forward, I think that's where we're headed."

As of press time, four women had made sexual harassment accusations against Cain, a front-runner in the GOP presidential field. Of the NRA cases, one woman has revealed her identity – Karen Kraushaar, now a spokeswoman for the Treasury Department. She had not disclosed details of the case as of Nov. 9, but she did allege that Cain made a "series of inappropriate behaviors and unwanted advances."

The other accuser to go public, Sharon Bialek, claimed that Cain reached up her skirt, saying when she protested, "You want a job, don't you?"

<http://www.csmonitor.com/USA/Justice/2011/1114/Two-decades-after-Anita-Hill-how-workplaces-are-handling-sexual-harassment>

Cain emphatically denies all the allegations. In a CBS News poll conducted from Nov. 6 to 10, he holds the top spot among GOP presidential candidates. But the poll also indicates that he has lost some support, particularly among women and conservatives.

The landmark Civil Rights Act of 1964 made race-, religion-, and sex-based discrimination illegal. The term "sexual harassment" was coined by feminists in 1975, and soon after, courts began holding that it was prohibited in workplaces under Title VII of the act.

The Equal Employment Opportunity Commission, which tracks workplace discrimination, defines sexual harassment as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature." The EEOC adds, "Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex."

Sexual harassment claims climbed through the 1990s, peaking at 15,889 in 1997, according to the EEOC. (Reliable figures are not available for years prior to 1990.) Claims began dropping off in the 2000s, falling to 11,717 in 2010, which yielded some \$48.4 million in monetary benefits for charging parties. That dollar figure comes from settlements that involved the EEOC but not from damages obtained through litigation.

The drop in claims may reflect better workplace training on sexual harassment – or it may simply reflect a challenging economic climate that makes employees more fearful of reporting sexual harassment for fear of jeopardizing their jobs or career advancement, says David Yamada, a Suffolk University law professor and president of the New Workplace Institute in Boston.

It's also possible that the number of confidential settlements has meant fewer claims filed with the EEOC.

To be sure, the claims figures don't capture the full scope of sexual harassment, says Christine Nazer, a spokeswoman for the EEOC.

"We believe these numbers of sexual harassment are the tip of the iceberg," Ms. Nazer says. "There may be thousands or millions of incidents that go unreported."

Some estimates suggest that only 5 to 15 percent of those who feel they experienced sexual harassment file complaints.

The handling of those claims that are filed tells an interesting story. Of the 11,717 claims last year, some 6,393 were found to have "no reasonable cause." That is, more than 50 percent of the claims were thrown out. This points to a broad misunderstanding of what actually constitutes sexual harassment, says Curt Levey, executive director of the Committee for Justice in Washington and an attorney specializing in civil rights law.

"The public definition has become very different than the legal definition," he says. "It's not behavior I would approve of, but there's a big difference between crude behavior and actual sexual harassment.... Title VII and other sexual harassment laws were intended to protect people from adverse conditions in the workplace, not from every unwanted sexual advance."

Also, in some cases, as with Cain and former International Monetary Fund chief Dominique Strauss-Kahn, it is difficult to establish the veracity of accusers. Many incidents become a tangled web of "he said, she said" allegations.

According to Mr. Levey, confidential settlements can be an efficient way for an employer to settle a claim, whether or not it constituted sexual harassment.

The use of in-house arbitration and confidential settlements became standard practice in the early '90s, when President George H.W. Bush signed into law the Civil Rights Act of 1991. This allowed

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sexual harassment plaintiffs to receive money for emotional distress and punitive damages, says Professor Berebitsky.

"Companies could take a bath if found guilty," she says. "Employers said, 'We have got to limit liability.' That gave employers an impetus to get on the arbitration train."

Today, many employers require their workers to sign arbitration agreements that say, "in case of any claim of discrimination, you won't go to the courts but agree to enter into binding arbitration," says Berebitsky.

That tactic shields harassers and employers from accountability, says Professor Yamada.

"I am very concerned about confidentiality clauses being standard practice," he says. "If harassers are not disciplined or discharged as part of the settlement, it's quite possible that they will mistreat others in the same way.... Overall, confidentiality clauses allow bad employers to cover multitudes of sins."

Levey disagrees. "The efficient functioning of the justice system depends on the large majority of complaints – sexual harassment and otherwise – being settled. If confidentiality provisions were barred, there would be less incentive to settle and thus more litigation," he writes in an e-mail.

"Moreover, it would hardly be justice to hold accused employers and harassers publicly accountable when the evidence of guilt is scant, as is often the case for settled complaints."

Michael R. Masinter, a law professor at Nova Southeastern University in Fort Lauderdale, Fla., sees the issue of public accountability differently.

"[T]he combination of arbitration agreements ... and confidential settlements can conceal the scope of a problem that, were it known, would inspire public outrage," he writes in an e-mail. It leaves "the false impression that sexual harassment is a thing of the past when it is still very much a part of the contemporary workplace."