

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.

DEOMI collaborates with Defense Language Office (DLO) to launch new Defense Cross-Cultural Competence web site [DEOMI News Release No. 11-09-31, 30 September 2011]

- The Defense Equal Opportunity Management Institute (DEOMI) and Defense Language Office (DLO) announce the launch of a new Cross-Cultural Competence (3C) knowledge portal for the Total Force to acquire, build, and sustain cross-cultural competence.
- Users may access the 3C Portal at www.defenseculture.org The site provides a centralized and collaborative repository where information, science, education and training materials, and other relevant resources related to cross-cultural competence are available.
- The intended audience and customers of the 3C Portal include military service members and civilians within the Department of Defense (DOD). However, information is available for other government personnel, non-DOD educators and trainers, and social scientists as well.

[DEOMI collaborates with DLO to launch new Defense Cross-Cultural Competence web site](#)

Highest-ranking black woman receives 2nd star [The Army Times, 29 September 2011]

- [Maj. Gen. Marcia Anderson] on Thursday became the first black woman given a second star as a general in the Army during a ceremony at Fort Knox.
- Anderson, who will leave her post as deputy commanding general of the Human Resources Command at Fort Knox on Friday, received the promotion after a three-decade long military career.
- Fort Knox commander Lt. Gen. Benjamin Freakley told Anderson she is “a role model, not only to me and those that worked with you, but to countless soldiers.”

[Highest-ranking black woman receives 2nd star](#)

A third of troop suicides told someone of plans [Dan Elliott, The Army Times, 22 September 2011]

- A third of military personnel who committed suicide last year had told at least one person they planned to take their own lives, a newly released Defense Department report says.
- The 250-page report... analyzes 295 confirmed or “strongly suspected” suicides that were reported last year, down from 309 the year before. Caucasian service members under age 25 and in the lower ranks were at the highest risk, the same as the year before.
- The full text of the report can be found [here](#).

[A third of troop suicides told someone of plans](#)

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Culture

<http://www.sfgate.com/cgi-bin/article.cgi?f=/n/a/2011/09/23/national/a000933D99.DTL>

Clark's descendants replace stolen tribal canoe

Saturday, September 24, 2011



(09-24) 20:53 PDT Long Beach, Wash. (AP) --

It was a long time coming, but the descendants of explorer William Clark have tried to make amends for a 205-year-old theft.

A descendant of the explorer in the Corps of Discovery expedition that opened a land route to the West presented the Chinook Indian Nation with a replica of a canoe that the corps stole in 1806.

Some of Clark's descendants and a few donors stepped forward to pay for the canoe, which was custom built in Veneta, Ore. The five-hour ceremony on Saturday included songs, gift exchanges and the maiden voyage of the replica canoe.

Ray Gardner, chairman of the Chinook Nation's tribal council, said the return of the canoe is a "good place to begin healing."

"It's nice to see a circle completed," Gardner said.

After completing their journey west and spending a wet and wretched winter at the mouth of the Columbia River in 1806, Clark and Meriwether Lewis found they were short a canoe, so they stole one from the Clatsop Indians who had kept them alive all winter.

The Clatsop later became one of five tribes to form the Chinook Indian Nation.

It has long been a sore subject with the tribes in the Pacific Northwest, who perceived the theft as a major insult. Canoes were a sacred part of their culture and an important mode of transportation.

The Chinook Indian Nation is not formally recognized by the U.S. government. Federal recognition would make the tribe eligible for economic assistance, land, housing grants and other government benefits.

"I cannot help but think, if one family can step forward and right a wrong that has been committed against the Chinook nation 205 years later," Gardner said, "it would be nice if the federal government would do the same."

Clark's descendant, Lotsie Clark Holton, said she was overwhelmed by the acceptance of her family by Chinook tribe members.

Holton learned of the theft while working at a Washington, D.C., nonprofit with Gardner, setting Saturday's events in motion.

"It's been a wonderful experience. The Chinook people totally accepted us," Holton said. "After 205 years, it was certainly overdue."



NEWS RELEASE

**DEOMI COLLABORATES WITH DEFENSE
LANGUAGE OFFICE (DLO) TO LAUNCH NEW
Release No. 11-09-31
DEFENSE CROSS-CULTURAL COMPETENCE WEB SITE
September 30, 2011**

PATRICK AIR FORCE BASE, Fla. – The Defense Equal Opportunity Management Institute (DEOMI) and Defense Language Office (DLO) announce the launch of a new Cross-Cultural Competence (3C) knowledge portal for the Total Force to acquire, build, and sustain cross-cultural competence.

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“We are very excited about our ongoing relationship with DLO over the past three years. This initiative demonstrates the benefits that can be gained by intra-agency collaboration. Harvesting the efforts of combined subject matter experts from a number of disciplines... will support the DOD, services, academia, research, and industry as an integrated solution for institutionalizing 3C,” said Dr. Daniel P. McDonald, DEOMI’s Executive Director of Research, Development and Strategic Initiatives.



Functionality:

- **Resources:** hosts 3C-related products and information available to end-users
- **Education and training:** addresses awareness of one’s own culture, attitudes towards cultural differences, knowledge of different cultural practices and worldviews, and cross-cultural skills
- **Leadership & Operational Development:** introduces users to policy guidance, leadership competencies and 3C overlap, regional 3C applications, lessons learned, and case studies in an effort to help educate, motivate, and equip leaders
- **Assessments:** allows users to increase self-awareness, measure perceptions of team performance, & measure perceptions of diversity/inclusion
- **Research:** enables academicians and researchers to share data, information, and engage in discussions about ongoing research activities and interests

For more information regarding the 3C knowledge portal, please contact:

3CSupport@defenseculture.org

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<http://www.airforcetimes.com/news/2011/09/ap-libyan-women-seek-equality-in-military-service-092711/>

Libyan women seek equality in military service

By Rami Al-Shaheibi - The Associated Press

Air Force Times, Sep 27, 2011

BENGHAZI, Libya — Moammar Gadhafi famously surrounded himself with a personal coterie of female bodyguards during the decades he ruled Libya. But it was more a sign of his eccentricities than a real commitment to equality for women in this conservative Islamic society.

Now the revolutionary forces that swept the longtime leader from power last month are offering military training to scores of women, some of them housewives, others high school teachers. On Sunday at a military compound in the eastern city of Benghazi, dozens of women with machine guns slung over their shoulders listened attentively to instructions in shooting and martial arts. They are the latest group of trainees as Libya's new leaders work to build a national army.

Women were at the forefront of the protests that launched the anti-Gadhafi uprising in February. They demanded democracy for the country and justice for loved ones who had been killed. Many women now hope the revolution will herald full equality.

“We should be equal and we’re fighting for the same goal, so why should the men have to carry the burdens of this fight while we sit and watch?” said Amal al-Obeidi, 35, who teaches business management at a high school in Benghazi.

“The least we can do is learn to protect ourselves so the men can focus on fighting Gadhafi on the front lines knowing that we have their back,” added al-Obeidi, who wore a headscarf and was brimming with enthusiasm.

She said Islam doesn't forbid women from fighting alongside the men.

“The men have died on the front lines as they had to fight with no weapons and they sacrificed their lives to protect us ... while we were at home doing nothing to help like a piece of a valuable antique furniture,” she said as she struggled to hold a heavy machine gun with two hands at the school. “Gadhafi's mercenaries could come back at anytime so I want to be ready to defend myself and my house if I have to.”

Volunteers at the military training center say they felt helpless during the months of fighting leading to Gadhafi's ouster, especially with reports about rapes by Gadhafi forces, and no longer want to sit on the sidelines.

At least 200 women have graduated from the program since it began at Benghazi's Technical Military Compound in late March. They are given the choice of joining the National Security Force, which operates like the U.S. National Guard and allows them to operate in their own cities. There's currently no talk of sending women to the front lines.

The Benghazi training center is one of several set up around the country.

<http://www.airforcetimes.com/news/2011/09/ap-libyan-women-seek-equality-in-military-service-092711/>

A unit of 20 unarmed women was deployed last month when British Prime Minister David Cameron and French President Nicolas Sarkozy visited Benghazi and addressed a crowd in the main city square. The female guards stood watch and searched other women with fears high that male attackers could try to disguise themselves with all-encompassing robes.

Abdul-Basit Haron, a military commander in Benghazi, said all revolutionary fighters, including the women, would get a one-time fee of \$5,000.

Col. Mohammed Garaboli, the commander of the compound where the training takes place, said women's involvement in the military is important for morale.

"Women feel like they are neglected and they came here to prove that they are equal to men in this society," he said. "They want to show the world what the Libyans are made of and how open-minded they are as well."

The role of women is sensitive in this conservative Muslim country, even though Gadhafi regime long touted policies it said were aimed at breaking cultural taboos concerning women's work and status. The erratic leader had a contingent of female bodyguards and a small number of women were elevated to prominent positions in government ministries.

Female soldiers — a rare sight in most Arab countries — were a trademark of Gadhafi's regime, patrolling roadside checkpoints in khaki uniforms and Muslim headscarves and often sporting sunglasses and heavy makeup. One group of women even reportedly ran their own interrogation center for suspected female anti-Gadhafi activists.

However, there was not a fundamental commitment to improving women's lot in life across all aspects of society.

Gadhafi's policies were in part aimed at weakening traditional tribal and religious powers so he could impose his own vision of society, and just as for men, advancement depended on total adherence to Gadhafi's authoritarian rule.

Col. Sabriya Mohammed al-Shraidi, a Benghazi native who graduated from the military school in the city in 1986 and specialized in military intelligence, said eight officers were training 36 volunteers in the current class, which she said would be the fourth group to graduate.

"Most of these women are housewives and working ladies. They have no experience in the military and they don't know how to use guns so they come here to get the training in case they have to defend themselves and their children," she said. "You never know when you need these skills."

She said they're given training in all types of light arms and self-defense. Those who join the force will help provide security for demonstrations, banks and other institutions.

<http://www.airforcetimes.com/news/2011/09/ap-libyan-women-seek-equality-in-military-service-092711/>

“People are wrong when they say it’s bad for women to be in the military,” she said, pointing out that women already had provided humanitarian aid and helped smuggle weapons to the former rebels by hiding them under their robes.

“Women have contributed to this revolution in many ways,” she said. “But they are still neglected and isolated and we are trying to show ... it is not a shame to be a part of the army and the society unlike during the Gadhafi era when military women had a very bad reputation.”

Wafa al-Rayth, a 29-year-old housewife, said she signed up to join the revolutionary fighters to “show the world that the Libyan women are capable of standing next to their brothers and we are an open-minded society.”

“It is about time we help to spread peace and secure our cities, especially since our traditions require that women guard places where women gather and check their bags and make sure it is not a man dressed in women’s clothes and planning to commit an act of terrorism.”

Lameis Aghnaish, a 20-year-old engineer wearing a camouflage uniform, said she had been trying to move abroad under Gadhafi’s rule, but is now proud to stay.

“I was planning on leaving Libya to another country because life was difficult here and I never felt like I belonged to this country in any way, but now things are different,” she said. “I will sacrifice my life if I have to for this country.”

She said she was putting her career on hold to join the military.

“I will go back to my old job after everything has settled down because what we need now is safety and security and I am helping to provide that by volunteering to be a women guard,” she said.

Wafa al-Gargouri, a 49-year-old housewife who is known as a mother of the revolution for her role in leading protests, said people used to revile women soldiers, calling them Gadhafi’s toys and speculating that he used them for pleasure.

“We want the people to change the way they think about the military women,” she said.

Discrimination

http://www.nytimes.com/2011/09/25/us/in-arizona-complaints-that-an-accent-can-hinder-a-teachers-career.html?_r=1&emc=tnt&tntemail1=y

In Arizona, Complaints That an Accent Can Hinder a Teacher's Career

By MARC LACEY

New York Times, September 24, 2011

PHOENIX — When Guadalupe V. Aguayo puts her hand to her heart, faces the American flag in the corner of her classroom and leads her second-graders in the Pledge of Allegiance, she says some of the words — like allegiance, republic and indivisible — with a noticeable accent.

When she tells her mostly Latino students to finish their breakfasts, quiet down, pull out their homework or capitalize the first letter in a sentence, the same accent can be heard.

Ms. Aguayo is a veteran teacher in the Creighton Elementary School District in central Phoenix as well as an immigrant from northern Mexico who learned English as an adult and taught it as a second language. Confronted about her accent by her school principal several years ago, Ms. Aguayo took a college acting class, saw a speech pathologist and consulted with an accent reduction specialist, none of which transformed her speech.

As Ms. Aguayo has struggled, though, something else has changed. Arizona, after almost a decade of sending monitors to classrooms across the state to check on teachers' articulation, recently made a sharp about-face on the issue. A federal investigation of possible civil rights violations prompted the state to call off its accent police.

“To my knowledge, we have not seen policies like this in other states,” Russlynn H. Ali, the assistant federal secretary of education for civil rights, said in an interview. She called it “good news” that Arizona had altered its policy.

Silverio Garcia Jr., who runs a barebones organization called the Civil Rights Center out of his Phoenix-area home to challenge discrimination, was the one who pressed the accent issue. In May 2010, he filed a class-action complaint with the federal Department of Education alleging that teachers had been unfairly transferred and students denied educations with those teachers. The Justice Department joined the inquiry, but federal investigators closed Mr. Garcia's complaint in late August after the state agreed to alter its policies.

“This was one culture telling another culture that you're not speaking correctly,” Mr. Garcia said.

The state says its teacher reviews were in line with the decade-old federal No Child Left Behind Act, which requires that only instructors fluent in English teach students who are learning English. State education officials say that accents were never the focus of their monitoring.

“It was a repeated pattern of misuse of the language or mispronunciation of the language that we were looking for,” said Andrew LeFevre, a spokesman for the State Department of Education. “It's critically important that teachers act as models when it comes to language.”

Guatemala. Yes, there exists a disadvantage, but if you put the emphasis on education, you will get an education. Me and my two brothers are proof of that."

A few feet away was the table that prompted the whole brouhaha. There, Berkeley's student government, the Associated Students of the University of California, were encouraging students to call Brown to express support for three bills on his desk, including SB185 by state Sen. Ed Hernandez, D-West Covina (Los Angeles County).

Compared with the crowd around the Republicans' bake sale, which sold 30 cookies and 48 cupcakes in the first hour, the student government table looked a bit forlorn. "It's actually upsetting that a controversial event is getting all the attention while our phone bank is approaching this issue in a constructive way," said Joey Freeman, a student leader at the table. He and many other students in favor of SB185 say affirmative action is an essential tool in bringing equality to the university's selection process.

Calling the governor

Heidi Jimenez, an industrial engineering student, approached the call-in table holding a frosted pink "conscious cupcake" she got at one of the other tables offering opposition pastries. She studied the pro-SB185 script she was expected to read to the governor, then tapped Brown's number into her phone. "OK, I'm on hold," she said. "Good!" said Devonte Jackson, a student helping to lead the effort. "That means the lines are busy." At midday, hundreds of students dressed in black lay down in Sproul Plaza, silently demonstrating support for SB185.

Since 1996, Prop. 209 has constitutionally prevented California's public universities from using race, ethnicity or gender in enrollment decisions. If SB185 becomes law, universities would still be prevented from admitting students based on those factors alone, "but as (part) of a number of different criteria," said Tim Valderrama, an aide to Hernandez.

The bill's author has said he wants more students of diverse backgrounds to have a chance to attend a university and help their communities as he does. In addition to his Senate job, Hernandez is a practicing optometrist in La Puente, the tiny Los Angeles-area town he grew up in.

At UC Berkeley, underrepresented minorities - Latino, black and Native American students - represent 16 percent of students, down from 20 percent in 1995 before Prop. 209 became law. The percent of white students has held steady at 30 percent at Berkeley, while Chinese American students have grown slightly from 19 to 20 percent of enrollment. On Tuesday, Connerly predicted that Brown would veto the bill: "I don't think this is the time California can afford to be embroiled in a lawsuit."

Meanwhile, a new campus group calling itself the Coalition - the same students who lay down in Sproul Plaza - announced that its protest was not just in response to the bake sale, "but to larger, systemic problems in the UC system," student Ruben Canedo said during a news conference. He and another student representative, Naomi Wilson, then read off a long list of demands, including that Brown immediately sign SB185. But they refused to take questions.

Diversity

Australia lifts restrictions for women in combat roles

By the CNN Wire Staff, September 27, 2011

(CNN) -- Australian women will soon be able to serve alongside their male counterparts in front-line combat roles -- a notable shift in the push for gender equality in professions historically dominated by men.

The change will be phased in over a five-year period, Australia's government announced Tuesday.

Ultimately, women will be allowed to apply to serve as Navy ordnance disposal divers, airfield and ground defense guards, and in infantry, artillery, and armored units, according to the Australian Defence Ministry.

Government officials insist that women will be judged in the same manner as men: not on their gender, but on their ability to do the job.

"I was just elated" by the news, said Australian servicewoman Natalie Sambhi, according to a story in the Sydney Morning Herald. "To serve on the front line ... (is) something I've wanted so badly."

As of last month, 335 women were serving in the Australian military's international military operations -- 10% of that country's total overseas deployment.

Australia's decision will make it one of only a few countries in the developed world with no restrictions for women in combat.

Canada, Germany, South Korea, France, Spain, New Zealand, Denmark and Israel formally allow women to serve in combat roles, according to the Strategic Studies Institute and the Israel Defense Forces.

In the U.S. military, women are barred from units that engage in direct combat on the ground. Regardless, some American women have served in combat situations with ground units in Iraq and Afghanistan -- a reflection of the changing nature of warfare and the disappearance of the kind of front lines that existed in conflicts such as World War II and Korea.

Among other things, the U.S. military has created teams of female Marines and soldiers who patrol with their male counterparts in Iraq and Afghanistan, and interact with local women in ways that the military said would be culturally unacceptable for male soldiers.

In Iraq, American female soldiers trained as cooks also were awarded combat action badges after being pressed into duty in other areas that exposed them to battle, according to the U.S. Military Leadership Diversity Commission, which has proposed ending the ban on women serving in direct combat roles.

More than 140 American women have been killed in Iraq and Afghanistan, according to the Pentagon.

Under current Defense Department rules, U.S. women are only allowed to serve as combat fighter pilots, aboard Navy ships and in certain support roles that are likely to expose them to combat situations.

The U.S. Navy announced in April that it intends to open up jobs aboard submarines to women as well.

A 2008 armed forces survey found that 85% of female service members had been deployed to a combat zone or drew extra pay funneled to members of the military who serve in dangerous or hostile areas.

The formal "U.S. policy on utilization of women has been based on old (outdated) Cold War concepts of what wars look like," said Lory Manning of the Washington-based Women's Research and Education Institute.

But "the Australian policy on women has been very similar to the U.S. policy over the years," she added. "It's my guess that the U.S. will be creeping that way too. ... I think (the United States will) at least bring the policy up to match the reality."

<http://www.armytimes.com/news/2011/09/ap-army-promotes-highest-ranking-black-woman-092911/>

Highest-ranking black woman receives 2nd star

By Associated Press

ArmyTimes.com, September 29, 2011

FORT KNOX, Ky. -- For Marcia Anderson, the promotion from brigadier general to major general validates the work of everyone who came before her. Anderson on Thursday became the first black woman given a second star as a general in the Army during a ceremony at Fort Knox. It's a day, Anderson said, that black soldiers who fought during the Civil War or the Tuskegee Airmen could never have imagined.

But, they still signed up and served," said Anderson, who lives in Verona, Wis., when not on active duty.



Anderson, who will leave her post as deputy commanding general of the Human Resources Command at Fort Knox on Friday, received the promotion after a three-decade long military career. She is moving to the office of the chief of the U.S. Army Reserve in Washington. Anderson's father, Rudy Mahan of Beloit, Wis., served in the U.S. Army Air Forces during World War II but never got to fulfill his dream of flying bombers. He drove trucks instead. It's something Anderson attributes to the narrow options available to blacks at the time. "There were just limited opportunities," Anderson said in an interview after her promotion.

Her military career started almost by accident. When she was a student at Creighton University in Omaha, Neb., Anderson signed up for ROTC after being told the "military science" course would fill her science requirement. "I pretty quickly found out it was much more than a substitute for gym class," Anderson said.

She stayed with the military, fulfilling her eight year commitment before deciding to re-enlist in the reserves. Anderson, an East St. Louis, Ill., native, said she was a captain, working on training soldiers "just off the street," when it occurred to her it was a job she enjoyed and wanted to keep doing. "Before there is a warfighter, there is a trainer," Anderson said. "I get really excited about training soldiers. I think it's the best job in the Army."

The military promoted Anderson periodically and, when she became a brigadier general, Anderson became the highest-ranking black woman in the Army. She arrived at Fort Knox about a year ago to work on combining the Army's Human Resources Command under one roof from stations in Virginia, St. Louis and Indianapolis. Fort Knox commander Lt. Gen. Benjamin Freakley told Anderson she is "a role model, not only to me and those that worked with you, but to countless soldiers." "I am very, very grateful," Freakley said.

Maj. Gen. Gina Farrisee, who oversees the Human Resources Command, said Anderson was tenacious and diligent in making sure soldiers got the information they needed. "To me, it is very hard to fathom Human Resources Command without you," Farrisee said. "This is going to be very hard." Despite the plaudits, Anderson never lost sight of what her father and others went through to make her career possible. "This is for people like him who had dreams deferred," Anderson said.

USS Patriot's trailblazing female commander not looking back

By Matt Burke

Stars and Stripes, September 24, 2011

SASEBO NAVAL BASE, Japan — Lt. Cmdr. Suzanne Schang is used to being “one of the guys.” She had no choice.

During her 10-year career, Schang has served on five ships. Four of them have had all-male crews, except for female officers in the wardroom. So, it seemed only natural when the 32-year-old skipper became the first female commander of the USS Patriot, a wooden-hulled, mine countermeasures ship, in April.

Women in the Navy have come a long way since Congress repealed the naval combat ship exclusions in November 1993. And while there has been much fanfare about the Navy's upcoming integration of women on submarines early next year, little has been said about the mine ships, which are still largely part of the boys club.

Not that it matters to Schang, who credits her rise through the ranks to hard work, a carefully calculated career path and some terrific advice from another strong woman — her mom.

“I do feel extremely blessed to live in a country where I have the opportunity to serve in this capacity,” Schang said. “Being a ‘daughter of Seventh Fleet,’ I am directly involved in building partnerships with our allied navies in the region. Therefore, I see firsthand the disparities between the opportunities and respect afforded females in the various countries.

“Just to be able to get a job and support myself is something I value very highly,” she said. “But to be 32 years old, female and the captain of a warship in service of my country is more of an amazing and unique opportunity than I could have ever hoped for.”

Schang has been blazing a trail since graduating at the top of her class at Virginia Tech's Corps of Cadets School in 2001. Having her choice of assignments, she ended up at Naval Station Pearl Harbor in Hawaii as an engineer on the destroyer USS Hopper. There, the junior officer was able to get all of her major qualifications — engineering officer of the watch, officer of the deck and surface warfare officer — completed during her first tour, a significant accomplishment.

Since she didn't spend much time on the bridge of the Hopper, she sought a navigator position onboard the USS Vincennes for her next position. Based out of Yokosuka Naval Base, Japan, Schang served as the cruiser's department head of Navigation and Administration while only a lieutenant junior grade, she said. “I figured if I took a navigator tour, then I would get to spend a lot of time on the bridge and do the kind of core competency things that the Navy is going for,” Schang said. “You have to be able to drive a ship and get it to the mission before you can execute it.”

After some “shore leave” to obtain a master's degree in business administration from the Naval Postgraduate School in Monterey, Calif., Schang was back in the Navy's 7th Fleet, this time aboard the USS John S. McCain in Yokosuka serving as the operations officer, a position she held from June 2008 to December 2009. “I keep coming back to 7th Fleet because I just love it over

here,” she said. “I was reading recently that approximately a quarter of the world’s traded goods go through these waters, and I’m very passionate about the missions that we do out here.” After that, she became executive officer of the Patriot, and eventually, its commander.

No gender filter

Despite being the only woman on board, Schang said that she has been too focused on her job over the years to look at her career and the challenges she has faced through the filter of gender. That’s something she’ll reserve for retirement. However, it is hard for her to forget the fact that, not long ago, women were barred from combat ships.

“In order to get the job done, I try very hard not to focus on the female aspect of it because I’m a sailor, I’m a U.S. naval officer, and right now I’m the commanding officer of this ship. And that’s the most important thing,” she said during an interview in her quarters, with her crew bustling around the decks. “And that’s what I try to focus on and keep my guys’ heads in the game for that, as well. I think the gender issue is not an issue.”

Things move at an accelerated pace being deployed overseas, she said, which hasn’t allowed her time to think of what it means to be one of the trailblazing woman in the Navy like retired Navy Cmdr. Darlene Iskra, the first woman to command a commissioned vessel, or Rear Adm. Nora Tyson, the first to command a carrier strike group.

Is she a trailblazer? “Yes.” Has it been interesting? “Yes, of course it has.” Has it been challenging? “Yea, it has, but not in any sort of heinous way,” Schang said. “It’s been more interesting than anything else. . . . Probably at the end of my career I’ll take a look back at everything and I’ll be able to put it into words.”

Schang said that one observation she has made about being a female onboard a ship full of men has been that her best professional relationships, whether with subordinates, peers or Navy brass, have been with servicemembers who have positive female relationships in their lives — with a mother, sister, child, girlfriend or spouse, she said. “They respect, like and have good relationships with the women in their lives,” Schang said. “That’s just something that I noticed throughout my 10 years. I’m not saying its causal or anything like that, but I have very solid, positive, professional relationships with a number of people, and that’s one thing that I’ve noticed.” She acknowledges that it would be good to have another woman onboard for a similar perspective, but she doesn’t mind the solitude. “It’s lonely in this position anyways,” she said.

Schang grew up modestly in a townhouse in Blacksburg, Va., in a single-parent home with her mother, Beth, and her younger brother. She didn’t always aspire to be a naval officer. She wanted to be a veterinarian, but with money being tight, her mother — a former sailor — took her to a Navy recruiter while she was in high school to show her another option.

While growing up, Beth Schang treated her children like adults to prepare them for the real world, something the second-generation sailor would carry with her forever, even at sea. Beth Schang, whom Suzanne calls her role model, also taught her children compassion. “She raised me and my brother — she’s my best friend,” Schang said. “She is the most compassionate person that I

know.” Schang took her mother’s advice recently and reached out to Kasey Beernink, a recent Tech graduate chosen to be one of the first female officers on a nuclear submarine. Schang told Beernink that she is a trailblazer who’s paving the way for female sailors and officers. She also shared with the young officer her philosophy of always being a professional and keeping an eye toward accomplishing the mission.

“Focus on the mission,” Schang wrote to the young ensign. “Make no mistake about it, you are in a male-saturated environment, and unlike most other professions you live and work and play (visit liberty ports) with your co-workers in very tight living quarters doing very difficult and brainy stuff. If you make the mission — your education and later running the sub — the focus of your efforts, then distractions like gender differences will fall from importance, as they should.”

Beth Schang said it’s just like her daughter to think of others.

Schang would read to local public schoolchildren while in postgraduate school in Monterey and started fitness programs for them. She also bought her mother a horse several years ago to replace one she had been forced to give up many years before. “She likes to surprise and delight people,” Beth Schang said. “She’s got that sparkle. You can feel the energy change when she enters a room in a positive way. She’s my hero, honestly.”

Beth Schang said she believes her daughter feels honored to lead the men of the Patriot and is comfortable in going to the men under her command to ask them to teach her the nuances of their respective jobs. According to the crew, Suzanne Schang is tough but approachable and has helped improve the overall operations and effectiveness of the ship.

She set the tone for her command nearly two months into the job when she was faced with disciplining six sailors found guilty at Captain’s Mast in a May hazing incident. They would go on to face separation from the Navy. Schang said that her leadership style is simple: Be tolerant of honest mistakes, but not of people who knowingly break the rules or disobey orders. “If you’re not making any mistakes, then you’re not trying hard enough,” Schang said. “But I have very little patience for professionals who know something is wrong and do it anyways.”

Her executive officer, Lt. Jonathan Hopkins, agreed. “I think the captain is very professional,” he said. “We both have a common understanding that we will do things by the book as much as possible. By doing things to the standard all the time, it gives the crew a very level expectation of how the command works.” He calls her 80-man crew among the most motivated he has seen. “Her leadership style is very effective,” said Petty Officer 1st Class Michael Schweikert, an engineer on the ship. “She is very firm, but not loud where everybody is scared or kind of in a funk.”

Schang’s next assignment will most likely bring her stateside, she said, where she hopes to get a fellowship on Capitol Hill. She is scheduled to command the Patriot until July 2012. “I said I would stay in [the Navy] for as long as it was fun and I was useful,” Schang said. “I’m having a blast right now, and the Navy has told me that they feel like I should be here. So as long as those two things are still met, I’ll stay in.”

Human Relations

<http://ebird.osd.mil/ebfiles/e20110923844049.html> or
<http://www.armytimes.com/news/2011/09/ap-one-third-of-troop-suicides-told-someone-of-plans-092211/>

A third of troop suicides told someone of plans

By Dan Elliott, Associated Press

ArmyTimes.com, September 22, 2011

DENVER -- A third of military personnel who committed suicide last year had told at least one person they planned to take their own lives, a newly released Defense Department report says.

Nearly half went to see medical personnel, behavioral health specialists, chaplains or other service providers sometime in the 90 days before they died, according to the 2010 Department of Defense Suicide Event Report.

That doesn't necessarily reflect a failure in the Defense Department suicide prevention program, said Richard McKeon, chief of the Suicide Prevention Branch at the federal Substance Abuse and Mental Health Services Administration.

"It's not that some person blew it," McKeon said Thursday. But physical and behavior health care personnel, counselors and other providers need to monitor their programs and look for improvements, he said. "(Providers) need to be aware of what those opportunities are, and need to be regularly evaluating their efforts on what is working or what is not," McKeon said.

The 250-page report released late Wednesday analyzes 295 confirmed or "strongly suspected" suicides that were reported last year, down from 309 the year before. Caucasian service members under age 25 and in the lower ranks were at the highest risk, the same as the year before.

The 2010 total includes active-duty, reserve and National Guard personnel. It reflects a slight downward revision from the 301 suicides the Defense Department reported in January, which included about 70 that were still under investigation.

The Defense Department has been coping with rising suicide numbers during its protracted wars in Afghanistan and Iraq. Individual service branches have tracked suicides for years, and in 2008, the Defense Department began using a standard form for collecting information called the Department of Defense Suicide Event Report or DoDSER.

Among the findings from the 2010 reports were that 34 percent of those who took their own lives communicated their intentions to someone, most commonly to their spouse or a friend. In 2009, the figure was 28 percent.

About 46 percent had been seen at a military treatment facility sometime in the 90 days before death. The treatment services include physical and behavioral health, substance abuse, family advocacy and chaplains.

McKeon said those statistics don't indicate whether the spouses, friends or others acted on the information, and if they did, what action they took. Nor do they show whether service providers intervened or whether intervention would have been successful, he said.

<http://ebird.osd.mil/ebfiles/e20110923844049.html> or
<http://www.armytimes.com/news/2011/09/ap-one-third-of-troop-suicides-told-someone-of-plans-092211/>

“People are often uncomfortable talking about suicide” with someone who appears vulnerable, fearing they might actually give someone the idea, McKeon said. There is no evidence that discussing suicide makes it more likely, he said.

“It’s important to ask about it,” McKeon said. “Even mental health professionals have trouble asking about it.”

All branches of the military have “gatekeeper” programs designed to educate everyone in suicide prevention, said McKeon, who served on a Defense Department task force on suicide prevention.

Fort Carson, Colo., uses the Army’s Ask, Care, Escort program, or ACE. It teaches all soldiers to ask whether someone is contemplating suicide, show concern if they are and escort them to a superior officer or service provider.

“Ask directly: ‘Are you thinking of killing yourself?’” said Kim Henry, the substance abuse program manager at Fort Carson.

“It’s a very direct question. Not, ‘Are you thinking of hurting yourself,’ (but) ‘Are you thinking of killing yourself?’” she said.

Squad leaders, sergeants, company commanders and other first-line supervisors go through a more extensive, two-day intervention training, Henry said.

Fort Carson has reported one soldier suicide so far this year with three other possible suicides under investigation. Last year, the post reported seven suicides.

Miscellaneous

<http://www.military.com/news/article/critics-slam-predatory-for-profit-schools.html?col=1186032325324>

Critics Slam 'Predatory' For-Profit Schools

by Bryant Jordan

Military.com, September 23, 2011

The Post-9/11 GI Bill has been a bonanza for for-profit schools and universities, some of which have targeted veterans with misleading ads and statements and then failed to deliver on academic promises, according to testimony yesterday on Capitol Hill.

In a hearing before the Senate Health, Education, Labor and Pensions Committee, witnesses criticized a system that has enabled a number of for-profit schools to reap big bucks by taking GI Bill money with little concern for providing any real education or training to veterans.

Sen. Jim Webb, D-Va., said the for-profits took a disproportionate amount of GI Bill money based on their numbers of veteran students. "Data we have been given shows that eight of the top 10 recipients of Post-9/11 G.I. Bill benefits in 2010-2011 were for-profit education companies [that] collected \$1 billion -- 37 percent of benefits [but] trained 25 percent of veterans," Webb said. Webb was the prime mover of the Post-9/11 GI Bill, drafting and submitting it in its earliest version with no co-sponsors shortly after he was elected in 2006.

But the harshest critic of the for-profits was Ted Daywalt, a retired Navy officer who now operates an online job board. "When one looks at the evidence, [it is clear] the Post-9/11 GI Bill has been usurped by predatory for-profit schools," he told the Senate panel.

Daywalt added that not all online schools are engaging in predatory recruiting and enrollment practices, and he singled out University of Phoenix and American Military University as two good examples.

Daywalt told the Senate panel that Kaplan, the testing service-turned-online school, and Education Management Services, are two schools that warrant scrutiny. EMS is named in a lawsuit brought by the Justice Department and several states claiming it received about \$11 billion in state and federal financial aid for which it was not eligible between 2003 and 2011.

Daywalt said there are perhaps 40 for-profit schools that are taking advantage of the generous Post-9/11 GI Bill, recruiting students principally because they represent federal dollars. But adding to the attraction is the fact that the GI Bill legislation contains a loophole that allow schools to take the tuition but not have it count as federal money. (Under the law, schools may not take in any more than 90 percent of their revenues from federal sources.)

Russell Kitchner, vice president of regulatory and governmental relations for American Public University System, which operates American Military University, did not dispute that there are predatory for-profits taking advantage. But he said he was wary of establishing the 90/10 rule for the for-profits. He said the change would require, on average, an 11 percent tuition hike for students.

<http://ebird.osd.mil/ebfiles/e20110924844115.html> or
<http://dev.publicintegrity.org/2011/09/21/6672/pentagon-lacks-funding-fix-public-schools-military-bases>

Some of those schools will most likely have to wait — and hope — for an additional congressional appropriation.

“The big issue on future congressional appropriations is the larger deficit discussion,” said Joyce Raezer, executive director of the National Military Families Association. “If everything is on the table and there are many folks on the Hill who do not believe school construction is a federal responsibility, then getting more could be problematic.”

John Forkenbrock of the National Association of Federally Impacted Schools said there has been discussion on the House side of adding another \$250 million for school construction to this year’s appropriation but no one knows whether the funding will ultimately go through.

“There is support there but it’s just a matter of whether the budget will allow,” Forkenbrock said. “Right now it’s still kind of a question mark.”

The 194 schools that are actually run by the Pentagon have their own problems. The iWatchNews investigation found that three in four Pentagon-run schools are either beyond repair or would require extensive renovation to meet minimum standards. But the Pentagon has already made plans to renovate or replace 134 of those schools with the worst problems over the next five years.

So far 28 projects at those schools are underway and Rooney said the Pentagon will be able to find the money to cover them all.

But however long it takes, Rooney said that getting funding for all schools on military bases “is not something that’s going to be dropped.

“We want to make sure that the children of our military families are taken care of and given the best opportunities for education,” she said.

Students' Knowledge of Civil Rights History Has Deteriorated, Study Finds

By SAM DILLON

New York Times, September 28, 2011

When Julian Bond, the former Georgia lawmaker and civil rights activist, turned to teaching two decades ago, he often quizzed his college students to gauge their awareness of the civil rights movement. He did not want to underestimate their grasp of the topic or talk down to them, he said.

“My fears were misplaced,” Mr. Bond said. No student had heard of George Wallace, the segregationist governor of Alabama, he said. One student guessed that Mr. Wallace might have been a CBS newsman.

That ignorance by American students of the basic history of the civil rights movement has not changed — in fact, it has worsened, according to a new report by the Southern Poverty Law Center, on whose board Mr. Bond sits. The report says that states' academic standards for public schools are one major cause of the problem.

“Across the country, state educational standards virtually ignore our civil rights history,” concludes the report, which is to be released on Wednesday.

The report assigns letter grades to each state based on how extensively its academic standards address the civil rights movement. Thirty-five states got an F because their standards require little or no mention of the movement, it says.

Eight of the 12 states earning A, B or C grades for their treatment of civil rights history are Southern states where there were major protests, boycotts or violence during the movement's peak years in the 1950s and '60s.

“Generally speaking, the farther away from the South — and the smaller the African-American population — the less attention paid to the civil rights movement,” the report says.

Alabama, Florida and New York were given A grades. Those states require relatively detailed teaching about the decade and a half of historic events, roughly bookended by the Supreme Court's 1954 school desegregation ruling and the April 1968 assassination of the Rev. Dr. Martin Luther King Jr. and the enactment of the federal Civil Rights Act a week later.

Many states have turned Dr. King's life into a fable, said Mr. Bond, who now teaches at American University and the University of Virginia. He said his students knew that “there used to be segregation until Martin Luther King came along, that he marched and protested, that he was killed, and that then everything was all right.”

Alabama, Florida and New York require teaching not only about Dr. King but also about others like James Meredith, who in 1962 became the first black student to enroll at the University of Mississippi; Medgar Evers, the rights organizer murdered the following year in Jackson, Miss.;

<http://www.nytimes.com/2011/09/28/education/28civil.html?ref=us>

and Malcolm X, the Muslim minister who challenged the movement's predominantly integrationist goals.

Some experts in history education criticized the report's methodology. Fritz Fischer, a professor at the University of Northern Colorado who is chairman of the National Council for History Education, said it was unfair to give Colorado and some other states an F because of vague state history standards, when they are required by state constitutions or laws to leave curriculum up to local districts.

"The grading system they came up with does a disservice in putting the focus on requirements that certain states are unable to meet and will never be able to meet," Dr. Fischer said.

Even though Colorado's standards barely mention the civil rights movement, some Colorado schools teach the civil rights movement thoroughly, he said. "I've been in classrooms and watched them teach about the sit-ins and about the controversies between Martin Luther King and Malcolm," he said.

The report is by no means the first to sound an alarm about nationwide weaknesses in the teaching of American history.

Over the past decade, students have performed worse on federal history tests administered by the Department of Education than on tests in any other subject. On the history test last year, only 12 percent of high school seniors showed proficiency.

The law center's report noted that on that federal test, the National Assessment of Educational Progress, seniors were asked to read a brief excerpt from the Supreme Court's 1954 *Brown v. Board of Education* ruling, including the phrase, "Separate educational facilities are inherently unequal." Only 2 percent of the seniors were able to state that the ruling had been prompted by a school segregation case.

"I appreciate that they are shining a light on this," said Kathleen Porter-Magee, a senior director at the Fordham Institute, a conservative Washington research group that produced its own report card on states' American history standards this year. "We found that U.S. history standards were generally mediocre to awful, and this report finds the same thing."

Even in schools that try to teach history rigorously, the civil rights movement may get short shrift because in the traditional chronological presentation of United States history, teachers often run out of time to cover post-World War II America, said Maureen Costello, a director at the poverty law center who oversaw and edited the report, titled "Teaching the Movement: the State of Civil Rights Education in the United States 2011."

One reason the center decided to produce the report now is that 2011 is the 50th anniversary of crucial 1961 events, including the freedom rides.

Misconduct

http://www.washingtonpost.com/blogs/federal-eye/post/harassment-complaints-on-the-rise-on-capitol-hill/2011/09/28/gIQA3fqz5K_blog.html

Harassment complaints on the rise on Capitol Hill

By Ed O'Keefe

Washington Post, September 29, 2011

Complaints of harassment and hostile work environments are on the rise on Capitol Hill, where offices aren't required to keep personnel records, provide mandatory anti-discrimination training or protect whistleblowers despite forcing other government agencies and private employers to do so, according to a new report.

Lawmakers collectively employ about 30,000 people working in cramped Capitol Hill suites or storefront district offices across the country, and at support agencies, including the Architect of the Capitol and U.S. Capitol Police. Roughly two-thirds of legislative branch employees call the Washington area home, according to estimates by the nonpartisan Office of Compliance, which monitors congressional workplace issues.

The office's annual "State of the Congressional Workplace" report, set for release Thursday, finds that a growing number of congressional staffers are seeking advice on how to deal with harassment and discipline issues.

By law, congressional staffers may choose to meet with OOC officials to review personnel complaints or mediate workplace disputes and may pursue claims in an administrative hearing or refer the case to federal court if the allegations are unresolved.

In fiscal 2010, OOC said it handled 105 new counseling requests and 86 requests for mediation, up from previous years, and said it reviewed a higher number of individual allegations of harassment, hostile work environments, or concerns about promotions.

A majority of the counseling requests came from employees of the Architect of the Capitol and U.S. Capitol Police, with just 19 percent of requests prompted by House staffers and four percent from Senate employees.

"These cases are becoming more complex and sophisticated, often with multiple allegations of discrimination, discovery disputes, and issues relating to the OOC's rules and procedures," Tamara E. Chrisler, the office's executive director, said in the report.

The offices of House Speaker John A. Boehner (R-Ohio), Senate Majority Leader Harry M. Reid (D-Nev.) and the Capitol Police declined requests for comment.

Eva Malecki, an Architect of the Capitol spokeswoman, said the growing number of requests for counseling from her office are partly because it "encourages its employees to use this additional resource to help them resolve workplace issues." With 2,600 employees, AOC is one of the largest congressional agencies, she said.

The lower percentage of counseling requests among House and Senate staffers is likely because congressional offices do not publicly post information on worker's rights in the office or require mandatory employment training, according to reports previously published by OOC's board of

http://www.washingtonpost.com/blogs/federal-eye/post/harassment-complaints-on-the-rise-on-capitol-hill/2011/09/28/gIQA3fqz5K_blog.html

directors. A staffer's concerns about potentially disparaging the reputation of a lawmaker or political party also likely keep workers from creating a case file, OOC officials said.

And despite its push to become a player in workplace disputes, OOC is often kept out of some of the Hill's more salient allegations of harassment or discrimination, according to attorney Debra S. Katz, who has handled several employment discrimination cases on Capitol Hill.

In more serious cases, "There typically is a discussion of resolution before the complaint is even filed," Katz said. "We've certainly been involved in a number of situations where the allegations were serious and we were able to resolve it without going" to the OOC.

As it has in previous years, the report once again faulted lawmakers for exempting the legislative branch from significant provisions of national workplace rights laws. Despite laws applying those national workplace standards to the legislative branch, the report said congressional offices don't keep records required for the enforcement of some workplace rights laws, don't require anti-discrimination or anti-retaliation training for employees, and don't provide protections for workers who report violations or allege cases of waste, fraud and abuse.

In the House, Reps. Dan Lungren (R-Calif.) and Robert Brady (D-Pa.), the chairman and ranking member of the House Administration Committee, said they plan to review the report and ensure staffers understand their rights. Committee staffers also said Wednesday that OOC should have access to House staffer e-mail addresses in the coming weeks so it may communicate directly with employees on worker rights issues.

Racism

<http://www.foxnews.com/us/2011/09/26/confederate-flag-still-flying-in-black-south-carolina-neighborhood-despite/>

Confederate Flag Still Flying in Black South Carolina Neighborhood Despite Protests

Associated Press

FoxNews.com, September 26, 2011

SUMMERVILLE, S.C. -- A year ago, dozens marched to protest the Confederate flag a white woman flew from her porch in a historically black Southern neighborhood. After someone threw a rock at her porch, she put up a wooden lattice. That was just the start of the building.



In this Sept. 8, 2011, photo, the Confederate flag is displayed on a pole outside Annie Chambers Caddell's home in Summerville, S.C.

Earlier this year, two solid 8-foot high wooden fences were built on either side of Annie Chambers Caddell's modest brick house to shield the Southern banner from view. Late this summer, Caddell

raised a flagpole higher than the fences to display the flag. Then a similar pole with an American flag was placed across the fence in the yard of neighbor Patterson James, who is black.

One hundred and fifty years after the Civil War began about 20 miles away in Charleston Harbor, fights continue over the meaning of the Confederate flag. Some see it as a symbol of slavery and racism; others like Caddell say it's part of their Southern heritage.

"I'm here to stay. I didn't back down and because I didn't cover the neighbors say I'm the lady who loves her flag and loves her heritage," said the 51-year old Caddell who moved into the historically black Brownsville neighborhood in the summer of 2010. Her ancestors fought for the Confederacy.

Last October, about 70 people marched in the street and sang civil rights songs to protest the flag, while about 30 others stood in Caddell's yard waving the Confederate flag.

Opponents of the flag earlier gathered 200 names on a protest petition and took their case to a town council meeting where Caddell tearfully testified that she's not a racist. Local officials have said she has the right to fly the flag, while her neighbors have the right to protest. And build fences. "Things seemed to quiet down and then the fences started," Caddell said. "I didn't know anything about it until they were putting down the postholes and threw it together in less than a day."

Aaron Brown, the town councilman whose district includes Brownsville, said neighbors raised money for the fences. "The community met and talked about the situation," he said. "Somebody suggested that what we should do is just go ahead and put the fences up and that way somebody

<http://www.foxnews.com/us/2011/09/26/confederate-flag-still-flying-in-black-south-carolina-neighborhood-despite/>

would have to stand directly in front of the house to see the flag and that would mediate the flag's influence."

Caddell isn't bothered by the fences and said they even seem to draw more attention to her house. "People driving by here because of the privacy fences, they tend to slow down," she said. "If the objective was to block my house from view, they didn't succeed very well."

The Confederate flag remains a sensitive issue in South Carolina.

The battle emblem of the Confederacy had flown on the dome of the Statehouse in Columbia since the Civil War centennial in the 1960s when state lawmakers voted in 2000 to move it to a Confederate monument in front of the building. The National Association for the Advancement of Colored People has waged a tourism boycott on the state since then as it seeks to have the flag removed from the Statehouse grounds. Caddell, Brown and James all say things have been quiet in Brownsville in recent months.

"She's got a right to do what she wants to do," James said. "That's all I really have to say. She can do what she wants to do in her yard, but I don't share her beliefs."

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Judge sentences Arkansas men to prison under hate crimes law

By Suzi Parker

Reuters.com, September 28, 2011

LITTLE ROCK, Ark (Reuters) - Two Arkansas men were sentenced to prison time under a federal hate crimes law for attacking a group of Hispanic men and telling them to "go back to Mexico," officials said on Wednesday.

Frankie Maybee, 20, was sentenced to 11 years and three months in prison on Wednesday, a day after Sean Popejoy, 19, who testified against him in trial, was handed a 4-year term.

"The facts of this case shock the conscience," said Thomas E. Perez, Assistant Attorney General for the Civil Rights Division of the U.S. Department of Justice. "Five men were almost killed for no reason other than the fact that they are Hispanic."

Maybee and Popejoy were convicted in May under the 2009 federal Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, and Department of Justice spokeswoman Xochitl Hinojosa said they were the first defendants to be sentenced under the law.

The pair was convicted over a series of crimes on June 20, 2010, that targeted five Hispanic men at the Red-X gas station and convenience store parking lot in Alpina, in northwest Arkansas.

Maybee and Popejoy did not know the men, nor did the victims do or say anything to provoke them, the Justice Department news release said.

The two yelled racial epithets during the attack, officials said, telling the victims to "go back to Mexico." They pursued the men in Maybee's truck and caught up to them, with Popejoy leaning out the passenger window wielding a tire wrench.

Maybee rammed into the men's car repeatedly, causing the car to cross into oncoming traffic in the opposite lane, go off the road, crash into a tree and ignite.

All of the men were badly injured and one of the victims "sustained life-threatening injuries," the release said.

Perez said that the sentences "send a clear message that the Justice Department will aggressively prosecute those who perpetrate violent acts of hate."

(Edited by Karen Brooks and Cynthia Johnston)

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'Racist' bake sale at UC draws angry protest

Nanette Asimov

San Francisco Chronicle, September 28, 2011

BERKELEY -- A face-off on the UC Berkeley campus Tuesday pitted Democrats versus Republicans, pro-affirmative-action students versus those favoring race-blind policies and, ultimately, cupcakes versus brownies.



A member of a UC Berkeley Republican group sells baked goods for a price based on the buyer's race.

None other than former UC Regent and affirmative-action opponent Ward Connerly showed up at Sproul Plaza to help campus Republicans sell frosted cupcakes priced according to the race of the buyer - a stunt intended to mock legislation before the governor that would allow universities to consider race and ethnicity in admissions decisions.

"The point is, the people of California have said we don't want to see race and color in admissions," Connerly told angry students and faculty who crowded around the table.

"Go to hell!" yelled Ann Callegari, an African American student. "Are you the overseer?"

Connerly, a multiracial Republican who wrote Proposition 209, the state's voter-approved ban on race preferences in government programs, replied that he had plenty of experience with real racism growing up in Louisiana.

Many students denounced the group's bake sale as racist, and student government leaders unanimously approved a resolution condemning discrimination "in satire or seriousness" in response to the event. UC Berkeley Chancellor Robert Birgeneau and two vice chancellors sent out a campus-wide letter strongly supporting that position, while acknowledging that the administration "can urge, but not mandate, a person to behave with civility."

Protesting a pending law

Campus Republicans touted their bake sale as a protest against SB185, which Gov. Jerry Brown has until Oct. 9 to sign or veto. Under the bill, universities could not admit a student based on ethnicity but could consider it among several factors, such as extracurricular activities.

The Republican students said their idea to charge white students \$2 for pastries and less money to students of other ethnicities illustrated the injustice of any division by race. And though their sign featured the race-based prices, they told the crowd surrounding their table to pay whatever they wanted.

Brad Bitler, a white rhetoric student, pushed through the crush and paid \$5 for an M&M cookie and an oatmeal one. "Good luck on the fundraiser," he said. "I'm Hispanic, so I'll pay a dollar," said Chris Maldonado, a chemical engineering student who took a green-frosted cupcake. He explained his support for the bake sale, saying, "I'm the son of two poor immigrants from

Guatemala. Yes, there exists a disadvantage, but if you put the emphasis on education, you will get an education. Me and my two brothers are proof of that."

A few feet away was the table that prompted the whole brouhaha. There, Berkeley's student government, the Associated Students of the University of California, were encouraging students to call Brown to express support for three bills on his desk, including SB185 by state Sen. Ed Hernandez, D-West Covina (Los Angeles County).

Compared with the crowd around the Republicans' bake sale, which sold 30 cookies and 48 cupcakes in the first hour, the student government table looked a bit forlorn. "It's actually upsetting that a controversial event is getting all the attention while our phone bank is approaching this issue in a constructive way," said Joey Freeman, a student leader at the table. He and many other students in favor of SB185 say affirmative action is an essential tool in bringing equality to the university's selection process.

Calling the governor

Heidi Jimenez, an industrial engineering student, approached the call-in table holding a frosted pink "conscious cupcake" she got at one of the other tables offering opposition pastries. She studied the pro-SB185 script she was expected to read to the governor, then tapped Brown's number into her phone. "OK, I'm on hold," she said. "Good!" said Devonte Jackson, a student helping to lead the effort. "That means the lines are busy." At midday, hundreds of students dressed in black lay down in Sproul Plaza, silently demonstrating support for SB185.

Since 1996, Prop. 209 has constitutionally prevented California's public universities from using race, ethnicity or gender in enrollment decisions. If SB185 becomes law, universities would still be prevented from admitting students based on those factors alone, "but as (part) of a number of different criteria," said Tim Valderrama, an aide to Hernandez.

The bill's author has said he wants more students of diverse backgrounds to have a chance to attend a university and help their communities as he does. In addition to his Senate job, Hernandez is a practicing optometrist in La Puente, the tiny Los Angeles-area town he grew up in.

At UC Berkeley, underrepresented minorities - Latino, black and Native American students - represent 16 percent of students, down from 20 percent in 1995 before Prop. 209 became law. The percent of white students has held steady at 30 percent at Berkeley, while Chinese American students have grown slightly from 19 to 20 percent of enrollment. On Tuesday, Connerly predicted that Brown would veto the bill: "I don't think this is the time California can afford to be embroiled in a lawsuit."

Meanwhile, a new campus group calling itself the Coalition - the same students who lay down in Sproul Plaza - announced that its protest was not just in response to the bake sale, "but to larger, systemic problems in the UC system," student Ruben Canedo said during a news conference. He and another student representative, Naomi Wilson, then read off a long list of demands, including that Brown immediately sign SB185. But they refused to take questions.

<http://www.nytimes.com/2011/09/26/us/church-rebuilds-after-2008-election-night-arson.html?scp=1&sq=Up%20From%20the%20Ashes,%20a%20Symbol%20That%20Hate%20Does%20Not%20Win&st=cse>

Up From the Ashes, a Symbol That Hate Does Not Win

By DAN BARRY

New York Times, September 25, 2011

SPRINGFIELD, Mass. In the hours after the 2008 election of the country's first African-American president, three white men crept up to a predominantly African-American church being built here in Springfield, blessed it corruptly with gasoline — and faded into the fresh November night.



Angel Franco/The New York Times, left; Nicole Bengiveno/The New York Times
The Macedonia Church of God in Christ was rebuilt on the site where it was destroyed in a hate-fueled fire.

Soon the church's pastor, Bishop Bryant Robinson Jr., was at the crime scene's flickering edge, weary, saddened. Moments before, he had been anticipating a new chapter in American history, and now here was one page, stuck. He didn't need an investigation to tell him this was a racist act of arson. He is a black man with snow in his hair; he knew.

As he watched the new home for the Macedonia Church of God in Christ burn to the ground, Bishop Robinson imagined only one response: Rebuild.

Now, nearly three years later, that election night's crisp air of possibility has all but faded in Washington, where the first African-American president, Barack Obama, struggles with grinding wars, a broken economy and spirit-killing partisanship. But here in Springfield, the smoke has lifted to reveal a new, 20,000-square-foot church standing on top of an old crime scene, its sanctuary walls painted the color of a clear blue sky.

Resting in one of its pews the other day, a silver cane by his side, Bishop Robinson, 74, said that this building on Tinkham Road reflects the ever-unfolding American story of race, in Washington, Springfield, everywhere. "The hatred in our country," he said. "And the goodness in our country."

The election night burning of a New England church became national news. A "This Land" column shared how the pastor's father had left segregated Alabama, gathered together a congregation in Springfield, and bought an old downtown church to use as a house of worship; how his eldest son and successor, Bryant, worked for years to raise the money to build a new

<http://www.nytimes.com/2011/09/26/us/church-rebuilds-after-2008-election-night-arson.html?scp=1&sq=Up%20From%20the%20Ashes,%20a%20Symbol%20That%20Hate%20Does%20Not%20Win&st=cse>

church on the city's outskirts; and how, when it burned down, he just knew that racism had fueled the fire.

Now, sitting in a pew, Bishop Robinson referred to another part of family history. How, in Emelle, Ala., on July 4, 1930, his grandfather and uncles found themselves in an argument with a white store owner over a car battery. How that dispute escalated into a violent, hate-filled mob scene that left several dead, white and black, including a pregnant black woman and the bishop's Uncle Esau — who was lynched.

So, you see, Bishop Robinson just knew.

Two months after the fire, three white men in their 20s were charged with burning down the church to express their rage at the thought of a black president. Two pleaded guilty, and the third was convicted after trial, in a case that The Republican newspaper of Springfield described as a “blot on the whole city.”

“Unfortunately, it was a confirmation of my experiences as an African-American,” Bishop Robinson said, adding: “My faith teaches me to forgive, and I forgive them. But I cannot be accepting of their behavior. I cannot be victimized by hatred. So I have to move forward.”

In moving forward, he and his congregation of a few hundred found outstretched hands. Donations arrived from around the country, while volunteers cleared the debris and carted away the ruined foundation. But the journey had its peaks and valleys.

For example, its leaders applied for federal assistance under the Church Arson Prevention Act of 1996, which was enacted after a spate of house-of-worship burnings. They filled out a checklist that asked, with bureaucratic bluntness, what the arson had destroyed:

Sanctuary (yes). Choir seating (yes). Fellowship hall (yes). Pastor's office (yes).

The Macedonia church eventually won the very last government loan guarantee available under the law, which was good. But it had trouble securing a loan for the government to back, which was bad.

That is, until Gov. Deval Patrick addressed the Urban League of Springfield in February 2010. He explained that the church had just learned that day that its bank was not inclined to provide a vital construction loan, even though the church had already paid off the loan related to its first attempt at a new home.

“I know that in this audience tonight are people who care about Macedonia,” Mr. Patrick had said. “Are people who understand we need this church to rise as a symbol that hate doesn't win. And I know that there are people here who are in the finance field or know people who are, who can rally to help this very, very worthy cause.”

Soon the church had the \$1.8 million bank loan it needed. And construction began in earnest.

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Along the way, a group called the National Coalition for Burned Churches offered rotating teams of volunteers. Here came some Catholics from suburban Chicago. Here came some Methodists and Jews from Northern California. Here came some students from Harvard, and some Congregationalists from the town of Millbury.

A few of these volunteers left behind handwritten messages on the walls concealed by the church hallway's dropped ceiling — a form of spiritual graffiti, you might say. "His love endures forever." "May God dwell in this house forever."

There is still work to do; the landscaping, for example, will have to wait until spring. And the need to pay for everything remains; the church, Bishop Robinson admits, is in perpetual fund-raising mode. No matter: what has risen is a large, simple structure of wonder.

A sanctuary — yes — with 60 wooden pews purchased from a North Carolina business called Affordable Church Furniture. Choir seating — yes — with many of the chairs donated by a Lutheran church. A fellowship hall — yes — with more than enough room for wedding receptions and funeral repasts.

And — yes — a pastor's office, on the very spot where gasoline was poured on that hopeful, horrible November night. "The guys came from those woods," Bradford Martin Jr., the church's indefatigable lawyer, said as he led a tour through the building. "They busted in here. They splashed it on the outside and they splashed it on the inside."

On Saturday's misty morning, members of the Macedonia congregation gathered in their new home for a rousing dedication. Dressed in their finest, they prayed and sang and swayed.

Here was the governor of Massachusetts, and the mayor of Springfield, and a police officer who worked on the arson investigation, and, all the way from California, Charles E. Blake Sr., the presiding bishop and chief apostle of the Church of God in Christ.

And here, of course, was Bishop Robinson, steadied by his cane and giving thanks for this celebration that would not, could not, be denied.