



EQUAL WRITES

JUNE 2013

EQUAL EMPLOYMENT OPPORTUNITY NEWS FOR JACKSONVILLE DISTRICT EMPLOYEES

COMMANDER'S CORNER

Since 1992 our Nation celebrates Asian American and Pacific Islander Heritage Month during the month of May. The month of May was chosen in commemoration of two important historic events: the arrival of the first Japanese immigrants in America in 1943 and the completion of the transcontinental railroad in 1869 where the efforts of many Chinese laborers made it possible.



The Jacksonville District Corps of Engineers joins our nation in this celebration. The theme for this year is, "Building Leadership: Embracing Cultural Values and Inclusion," a theme that holds true to the goals and objectives of the Corps of Engineers and Department of the Army.

I invite all district employees to join me in this celebration. Let us take this opportunity to thank our fellow Asian Pacific Americans for their sacrifices and significant contributions made in the benefit of our Nation.

ALAN M. DODD
Colonel, Corps of Engineers
Commanding

COMING OBSERVANCES

August

Women's Equality Day

26 August 2013

Theme: Celebrating Women's Right to Vote

September-October

Hispanic Heritage Month

15 Sept 2013 - 15 Oct 2013

Theme: Celebrating Women's Right to Vote

Focus on...

ASIAN-PACIFIC HERITAGE

National Asian American and Pacific Islander (AAPI) Heritage Month is a celebration of Asians and Pacific Islanders living in the United States. AAPI represents more than 30 countries and ethnic groups that speak more than 100 different languages.



Yau Law Firm Partner Florence Chen, keynote speaker for the Jacksonville District's AAPI event on May 16, 2013, shares her views with employees after being welcomed by Sandra Moschettieri, Finance Branch Chief, RMO.

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Little Known
ASIAN - PACIFIC ISLANDER
FACTS

Like most commemorative months, Asian-Pacific Heritage Month originated in a congressional bill. In June 1977, Reps. Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution that called upon the president to proclaim the first ten days of May as Asian-Pacific Heritage Week. The following month, senators Daniel Inouye and Spark Matsunaga introduced a similar bill in the Senate. Both were passed. On October 5, 1978, President Jimmy Carter signed a Joint Resolution designating the annual celebration.

Twelve years later, President George H.W. Bush signed an extension making the week-long celebration into a month-long celebration. In 1992, the official designation of May as Asian-Pacific American Heritage Month was signed into law.

Dina Titus - Congresswoman

Congresswoman Dina Titus of Nevada's First District spoke on the House Floor recognizing the vital role that Asian Americans play in Las Vegas's economy, culture, and life.

"Mr. Speaker, I rise today to recognize Asian Pacific American Heritage Month and to celebrate the many contributions of this vibrant community to Nevada's First District and to the country at large.



"Asian Pacific Americans comprise the fastest growing minority group in Las Vegas, having doubled in size between 2000 and 2010. Along Spring Mountain Road we find the Chinatown Plaza, built in 1995 by Mr. and Mrs. James Chen. Korea Town developed by Mr. Hae Un Lee and Mr. James Yu; and hundreds of Thai, Chinese, Japanese, and Vietnamese restaurants, markets, and shops that enrich our society and enhance our economy.

"Along Maryland Parkway is a flourishing Filipino district and numerous cultural festivals are held across the Valley over the year featuring music, dance, costumes, and food from the thriving Asian Pacific community.

"As we celebrate AAPI Heritage Month, let us acknowledge the values immigrants bring to our lives every day and recognize how much we all stand to gain by enacting immigration reform that honors our country's legacy as the 'land of opportunity.'"

**Aung San Suu Kyi -
Burma Prime Minister**

Although Aung San Suu Kyi was elected Prime Minister of Burma in 1990, the Burmese military, who have governed Burma since 1962, did not let her political party join the government and put her under house arrest.



Since then she has used non-violent methods to bring democracy to her country. As the leader of the National League for Democracy in Burma, and a famous prisoner, Suu Kyi has been honored with the Rafto Prize and the Sakharov Prize in 1990, the Nobel Peace Prize in 1991, and the Jawaharlal Nehru peace prize from India in 1992.

After elections in Burma in 2010, she was released from house arrest but still not allowed to take part in the 2010 election as the government bans anyone who have been arrested.

She is sometimes called Daw Aung San Suu Kyi. Although Daw is not part of her name, it is a title for older women and a custom of her culture to show respect.

**Carolyn Hisako Tanaka -
Army Nurse Corps**

Nicknamed the Road Runner for her unflagging energy and enthusiasm, Carolyn Hisako Tanaka served in Vietnam in spite of a scarring childhood memory. At the age of six, she saw her family evicted from their California home in the wake of Pearl Harbor and relocated to an internment camp in Poston, Arizona. When the family returned to California after the war, they found their home burned to the ground. In 1966, as an emergency room nurse, she decided to enlist in the Army, telling skeptical friends, "I have a skill that is needed in Vietnam, and I'm going there to do my duty for my country." Ironically, she returned from that war to a "welcome" that brought back bitter memories. ■



MAKING A CONNECTION



THE SELF-FULFILLING PROPHECY

What is the definition of the Self Fulfilling Prophecy as it relates to our EEO environment?

When a person influences the behavior of another person by actions related to his/her expectations.

Concept of the Self-Fulfilling Prophecy

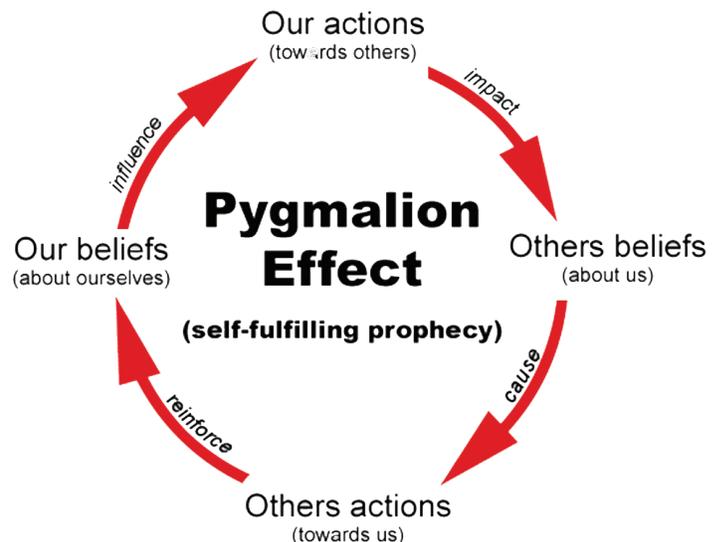
It is the phenomenon that occurs when an individual holds the expectation that some event will occur and it does. By believing that the expectation is correct, individuals engage in a course of action that can cause the event to happen, hence "proving" their expectation as accurate.

The Cycle

- 1 Individual expectation**
The cycle starts with an individual expectation, a perception or stereotype of another person.
- 2 Action based on that expectation**
The person with the perception acts based on his or her expectation and behaves towards the other person as though the perception is true.
- 3 Behavior is reinforced**
The expectation is then reinforced by the results of the situation the person has been placed in, the resulting behaviors are reinforced.

- 4 Results**
The expectation brings about the expected results proving the expectation is accurate.

Note: This process is generally an unconscious one.



SFP Key Elements

- Socialization: our life education process
- Perceptions: trying to make sense out of a situation
- Stereotypes: rigid over-generalizations
- Prejudice: the judgments you make and beliefs you hold about people and situations based on your socialization
- Power: formal or informal

Implication of the Self-fulfilling Prophecy for the Equal Opportunity Program

The most important implication of the SFP is that we can alter the performance of a person simply by our expectations of and actions toward them. Unaware of the role our own behavior has played in bringing about a certain result...we, in fact, may create a reality that didn't originally exist.

According to various social research, the result which can be found at Science Daily, the expectations people have about how others will behave play a large role in determining whether people cooperate with each other. And, moreover, that very first expectation, or impression, is hard to change. It was found that this is particularly true when the impression is a negative one. Read more www.sciencedaily.com. ■

The Art of Tea

STEEPED IN HISTORY

Legend has it that tea was discovered in China in 2737 BC by the Emperor Shen Nung, when the leaves of a wild tea bush accidentally fell into a pot of boiling water. In prehistoric China, tea was first used as a relish and as a medicine. Tea was likely seen as healthy in part because it was made with boiled water, which is safer to drink in an area of contaminated water.

Tea also became popular for stimulation. A Chinese document first suggested tea as a substitute for wine after AD 200. By the time of the Tang Dynasty tea had become China's national drink.

A NECESSITY

Tea drinking, and commercial cultivation, spread during the T'ang Dynasty, 618–907, especially after a Buddhist monk, Lu Yu, wrote a book on the virtues of tea, Ch'a Ching. Tea gradually became one of the seven basic necessities of Chinese life. (The others are fuel, rice, oil, salt, soy sauce, and vinegar.)

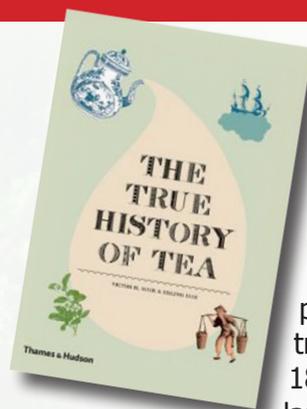


ZEN BUDDHISTS FAVOR TEA

A Japanese Buddhist priest, Saicho, is credited with introducing tea to Japan, when he returned from a visit to China in 805. In Japan tea drinking was considered medicinal, and became closely associated with Zen Buddhism. Tea drinking also spread to Korea and Southeast Asia, and was taken over the Silk Road to Central Asia, Russia, and the Middle East.

TEA 'ROUNDS

Tea was first brought to Portugal and Holland by missionaries and sailors returning from China. By the early 17th century, as China slowly opened up to trade with the outside world, regular cargoes of tea began to arrive in Europe and eventually Britain. Britain was one of the last European countries to be converted to tea drinking. The first record of tea trading with Chinese merchants is dated 1644.



The British East India Company had a monopoly on tea trading from about 1600 to 1858, and did much to popularize the drink. In 1773 the

Tea Act of the British Parliament tried to strengthen this monopoly – angry Americans responded by throwing tea shipments into the sea, in the famous 'Boston Tea Party'.

EARL GREY MAKES HIS MARK

In 1834, Prime Minister Charles Grey ended the monopoly on tea imports enjoyed by East India Company. Grey is also important in tea history since Earl Grey, a prestigious black tea flavored with bergamot oil, was named after him.

Throughout the nineteenth century, farmers established tea plantations throughout the Empire, starting with Ceylon (now Sri Lanka), India, and Burma. India's Darjeeling tea is considered one of the best blends in the world. Later in the century, British and Germans established tea plantations in East Africa.

A HOT DAY AND MUSLIN BAGS

Iced tea was first reported at the St. Louis World's Fair in 1904. Richard Blechynden had planned to sell hot tea at this stand, but became concerned that no one would want to drink hot tea on a sweltering day. He began offering the tea with ice cubes and the new drink was a sensation. However, there is evidence that others had thought of iced tea earlier.

In 1909, New York merchant Thomas Sullivan sent some tea samples sewn in muslin bags to potential customers. Finding they could brew the tea simply by pouring hot water over the bags, the customers clamored for more, and the tea bag was born.

MAJOR TEA PRODUCERS

Today, India, Kenya, Sri Lanka, Bangladesh, China, Iran, Indonesia, Malawi, Tanzania, and Zimbabwe are all major tea exporters.

Ireland has the highest per capita tea consumption in the world, four cups per person per day, while the United States consumes less than one cup per person per day. **Have some teal!** ■



Feng Shui Tips

CAN GOOD VIBES AT HOME BRING HARMONY TO THE WORK PLACE?

As Asian culture becomes more popular in the United States, the ancient Chinese method of creating a harmonious environment, **feng shui**, is also gaining ground. Feng shui seeks to promote prosperity, good health, and general well being by examining how energy, qi, pronounced "chee," flows through a particular room, house, building, or garden. While a feng shui master, or geomancer, would need to analyze a specific problem for a proper diagnosis, some basic tips can be followed to keep your house, and even your work environment, in balance.

A strong, vibrant flow of qi in your home or office will keep nourishing your personal energy, thus allowing you to focus on and achieve whatever goals you have for yourself.

Home Tips

- Energy, qi, (pronounced "chee"), should flow freely through your home, entering through the front door and exiting out the back. Clutter, sharp angles, nooks and crannies, and storage areas can slow down energy, causing it to stagnate and become unhealthy.

- Energy should not disappear so quickly it has no time to do any good, so if your front door has an unimpeded view to the back door, consider blocking it with screens.

- Busy streets, train tracks, and airplane flight paths all generate energy that may move too fast to enter your home. A wall, trees, shrubbery, hanging plants and even a water fountain can be used to slow down or to screen out fast-moving or negative energy.

- Intersections create lots of qi. If your front door is not well situated, it could become bombarded with energy, making relaxation impossible. A mirror on the front of the house can deflect energy.

- Balance is a cornerstone of happiness and good design. Everything from exterior lamp poles to inside decorations might need balancing to generate

harmonious energy. Sharp, jutting angles need to be softened by placing plants or statues in front.

- Furniture in the living room should facilitate movement and conversation. Since the living room is a yang area, consider adding yin influences with plants, soft cushions, and perhaps a fish tank.

- The foot of a bed should not be in a direct line to the door since in ancient China the dead were laid with their feet toward the door of the death house for easier access to heaven.

- Mirrors should not face a bed because the spirit leaves the body in the night and might get upset at seeing its reflection, causing a disturbed sleep.

- Round dining room tables are best since the circle symbolized heavenly blessings. Dining room chairs should be of an even number and should be comfortable.

- Food represents wealth to the Chinese, and therefore the kitchens can generate general happiness. Kitchens should be balanced because of the presence of two major elements—fire, with its yang energy, and water, which is a yin force.

- The bathroom is the most yin room in the house because of the presence of water. Yang elements, such as bright colors or candles may be added.



Continued on Page 6



Feng Shui Tips

YOU CAN PROMOTE GOOD ENERGY IN YOUR CUBE OR OFFICE

Continued from Page 5

Office Tips

Keep in mind that everything around you in the office influences your personal energy, as everything is energy. So, if a co-worker right next to you has bad feng shui going on in his or her office area, you will be influenced.

The only thing you can do is to take really good care of the feng shui of your own office area, and establish clear boundaries.

When you have to work in a cubicle type office setting, where the office set-up cannot be changed, you have to pay even more attention to creating (and keeping) good energy throughout your day at the office. You might not be able to move your desk into a feng shui commanding position, or face your lucky feng shui directions, but there are still many ways to improve the energy of your workspace.

Here are some basic feng shui tips for a cubicle or shared office space:

- If you have your back to the door, be sure to find a way to see the reflection of the office entrance, meaning to have a view of what is going on behind your back. You can do that with any strategically placed office related-object made from shiny metal.
- See what feng shui office energizers you are allowed to bring into your space and go for their best placement. Some of the feng shui must-have for the office are air-purifying plants and high energy items, such as photos that carry the energy of happy moments or bright, inspiring art with vibrant colors.

■ Be absolutely sure you have a clear organization system and there is no place for clutter in your area. Once the clutter starts accumulating, your energy is sure to quickly go into the bad feng shui office category.

■ Look into the topic of EMF pollution and decide if you need any personal protection. Chances are, if you are surrounded by

computers and office related equipment for many hours, your energy is being severely drained.

- Know that feng shui always works best when it is applied in a subtle way. Do not have little wind chimes hanging from your computer or bring three legged frogs. Find office decor-appropriate solutions that you like and that fit into the overall office environment.



■ Last but sure not least, if you know that your office set-up has challenging feng shui and there is not much you can do about it, make an extra effort to create good feng shui in your home, especially in your bedroom. This will assure that your personal energy is receiving the needed replenishment and support to be able to withstand hours in a questionable feng shui office environment.

■ Best feng shui advice to keep in mind is to always be aware of the quality of the indoor air and do your best to improve it. Research shows that indoor pollution is much worse than the outdoor one. The best feng shui solution for this is to decorate your office with indoor plants. The top ten air-purifying plants, as defined by NASA research in the early 1980s: Areca palm, lady palm, bamboo palm, rubber plant, Jacaena Janet Craig, English ivy, dwarf date palm, ficus alii, Boston firm, and the peace lily. For more information, go to about.com>feng shui for health. ■





ASIAN - PACIFIC ISLANDER SALUTE

Several Asian American and Pacific Islanders have risen to top positions in the U.S. Army.

Gen. Eric Shinseki, retired, was the first Asian American four-star general and the 34th Chief of Staff of the Army.

Lt. Gen. Thomas P. Bostick is currently the U.S. Army Chief of Engineers and Commanding General of the U.S. Army Corps of Engineers. Both have provided strong, effective leadership and manifest the Army's spirit of inclusiveness.

The Jacksonville District salutes all Corps employees of Asian-Pacific heritage and their many contributions to our mission. ■



GEN. ERIC SHINSEKI (RET)



LT. GEN. THOMAS BOSTICK

What does Asian American & Pacific Islander Heritage Month Mean to Me?

Having a role in Asian American & Pacific Islander Heritage Month has truly given me the opportunities to pause and to honor my family and reflect on this great Nation. It has allowed me to remember the sacrifices and braveries of my mother and my aunt. They left their family and their country Thailand to come to America, having to learn a new language and new culture, to find better opportunities for themselves and their children. As Asian women they were the minorities of the minorities. Despite many challenges, they worked hard and took back breaking jobs to provide for their children. Today we all have college degrees; we are doctor, nurse, entrepreneur, and leader. Our story is the American story. We live in a land of opportunities and hope where all things are possible regardless of race, sex, or religion. We all are immigrants of this land. We live in a Nation that for the most part has moved on and accept diversity. Those that stayed behind are stuck in the past due to ignorance. Cultural events such as the Asian American & Pacific Islander Heritage Month celebrations are cures to ignorance. I am proud to be an Asian American and to live in a country that allows me to embrace both cultural values.

Sandra Moschettieri
Chief, Finance & Accounting Branch
Resource Management Office

Many thanks to Yau Law Firm Partner Florence Chen, the keynote speaker at the Jacksonville District's Asian American-Pacific Islander Heritage Month Event. Not only an accomplished lawyer and partner, Chen's voice actor experience has made her an invaluable asset with the firm's Entertainment Law practice. Her talk both enlightened and entertained employees and we appreciate her taking time out of her busy schedule to share her experiences. ■



FLORENCE CHEN

EQUAL WRITES

EEO JACKSONVILLE
DISTRICT NEWSLETTER

*welcomes your
contributions...*

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