

# MEDLEY

- a potpourri of diverse talent

August 2017

## Celebrating Women

*Written by Teri Oster*

### Vision Statement

**To create a diverse workforce and promote a positive work environment where all employees are respected and valued for their contributions.**

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Sherri Buxton, Peoria, IL, MWA Office Advisor

The Columbia Location celebrated Women's History Month in March with a discussion of the book **Hidden Figures**, along with the movie of the same title. Attendees were encouraged to see the movie beforehand. Discussion centered on the difficulty women, particularly black women, encountered in achieving scientific/technical careers during the early days of space exploration. Some discussion also centered on the differences between the movie and the book. Refreshments were provided by the committee members who included: Christine Sapp, Kristen Veum, Cindy Goodman, Claire Baffaut, Heather Lewandowski, Tamra Lincoln, Brionna Wade, Bettina Coggeshall, and Teri Oster.

For more than a decade, a small group of location employees have come together to present various topics and activities in celebration of Women's History Month. After a couple of years of smaller celebrations they really ramped up, beginning in 2006, with the "Gang of Four" from the Cropping Systems & Water Quality Research Unit (Bettina Coggeshall, Jen Nelson, Teri Oster, and Michelle Pruitt). Activities that year included a trivia contest; brown bag lunch meetings with showings of the 2-part video "May the Best Man Win" which illustrated conscious and unconscious bias in employee recruitment; 4 weekly seminars featuring local women presenting their research and activities in the realm of science; and a poster contest, wherein posters of each of that year's 10 honorees by the National Women's History Project were "hidden" in plain sight around our building and employees were challenged to find them.

In the early years this group used the National Women's History Month theme as a guide to the program presented. After the first year the group expanded to include all 3 research Units at the Columbia Location. That year March included a kickoff and it concluded with brown bag sessions framing 3 weekly ½ hour seminars.

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The programs have morphed and matured over the years, now typically focusing on a single topic or woman of science. These include: “Women’s Art, Women’s Vision,” with a tour of the Museum of Art and Archaeology; “Women Taking the Lead to Save Our Planet,” with a tour of the Eco Schoolhouse at Grant Elementary with then principal Beverly Borduin, who oversaw its design and creation; “Writing Women Back Into History,” with focus on Barbara McClintock and Gertrude Elion; a discussion of the work of Rosalind Franklin, viewing the video “DNA: Secret of Photo 51,” “Women’s Education & Women’s Empowerment,” discussing Juliette Gordon Low, the founder of the Girl Scouts; and the life and work of Rear Admiral Grace Murray Hopper, pioneering in computer science.

In 2015, the committee was quite pleased to host a seminar by the University of Missouri astronaut, Dr. Linda Godwin, who spoke about her experiences with NASA and the space program, including how she got started. She also showed some spectacular photos and related several interesting anecdotes.

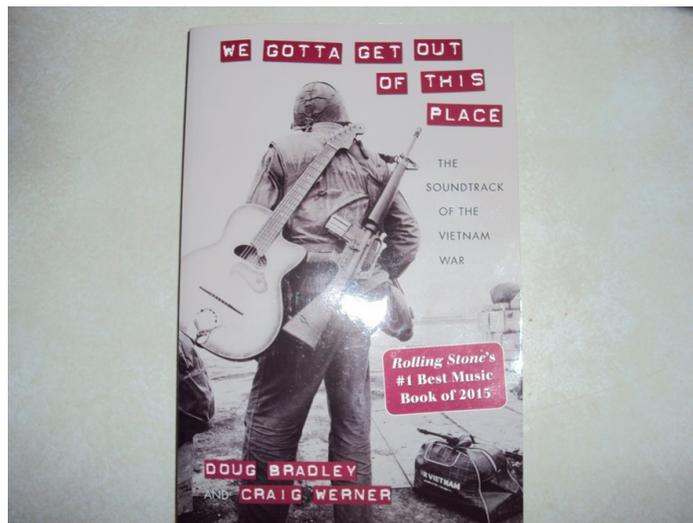


Pictured, from left: Michelle Pruitt, Kurt Holiman, Teri Oster, Jen Nelson, and Bettina Coggeshall. Kurt was the winner of the 2006 poster contest and was awarded a certificate of recognition and a copy of the book “Founding Mothers”, written by Cokie Roberts.

book by Doug Bradley and Craig Werner; “We Gotta Get out of This Place – a soundtrack to the music of the Vietnam War” gives us a good look at the importance music played to the soldiers at that time.

The authors draw us through specific time spans of the war that most agree lasted more than 19 years. The early to mid-60’s, near the beginning of US involvement, was a time when many were gung ho for the war and most soldiers thought US involvement would bring a swift end to the conflict. Songs like SSgt Barry Sander’s the “Ballad of the Green Berets” were popular with the troops and back at the US mainland. From LBJ’s war, to the protest and psychedelic music of Nixon’s war, Doug explained that most of the soldiers embraced the music to kill the monotony and stay sane. Many times music brought soldiers of different races together and helped them bond and cope with the war.

From the book Gerald McCarthy writes (paraphrasing) Does music make us whole again? Looking back I think now the music brought us together. I think at eighteen and nineteen we were just beginning to take shape, and the music that shaped me and the men I knew was soul music we listened to in the early fall of 1966 outside of Chu Lai on the road to Quang Nai where our engineer outfit was temporarily stationed.



We’d dance with each other under the thatched roof of the club in the early dark – some nights there would be only five or six of us. Mostly it was all soul music from the juke box in the club, and it wasn’t as though you had a partner or anything, but we did dance with each other. The brothers would help us white dudes so we’d get our shoulders and upper bodies into it, and we’d forget where we were, what was going on, and for a song or two we would be somewhere

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## We Gotta Get Out of This Place

*Written by Bryan Lemmenes*

“If I were not a physicist, I would probably be a musician. I often think in music. I live my daydreams in music. I see my life in terms of music.” –Albert Einstein

On April 10, 2017, Doug Bradley gave a presentation about the role music played during the Vietnam War at the Cereal Crops Research Unit in Madison, WI.

Music meant a lot to many of the soldiers who fought in the Vietnam War. A lot of times before they went in, while they were actively serving, and even to the present time. The

else, living a double life in the world and pretending we were cooler than we really were, dapping and throwing down hands and learning about the soul of it.

But later in the war when it was apparent most the draftees were poor and of color there were moments when music would cause a rift. There were no cell phones, computers, etc. during the Vietnam War and for many soldiers music was a way to connect with home. A lot of troops had their own guitars, or reel-to-reel, or cassette tape decks. The blacks liked soul, the stoners more psychedelic and rock, and many white officers listened to country.

Even before the Tet offensive that really ratcheted up the war it was the assassination of Martin Luther King Jr. that fueled a dislike for the white officers by the black soldiers.

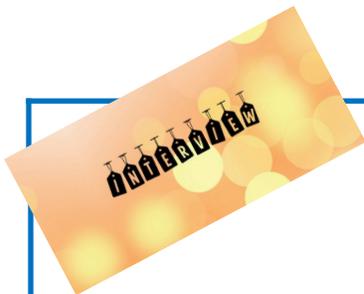
From the book – Paul Cox, a white marine who served two tours in Vietnam in 1967-69, remembered a situation in which adding a third term to the racial equation made a crucial difference. During his second tour in-country Cox was stationed on a medical cruiser under extremely cramped conditions. “They crammed forty of us into a tiny space,” Cox said. “We were racked five high. There were guys from all over. Fistfights would break out over the music. Guys would have their little cassette decks. A white guy puts on George Jones, and a black guy tries to drown it out with James Brown.” Cox finished telling the story with a smile. “The Puerto Ricans and Chicanos’d put on Santana and everybody’d cool right out. We all liked “Black Magic

Woman” and “Oye Como Va.” Santana was the peacemaker in that squad.

During Nixon’s war the morale of the troops was low and the general feeling that no one was actually going to “win” the war pervaded the soldiers and folks back home. Protest songs and their bands were more and more popular with the troops and people of the US mainland. Many types of music were listened to and most soldiers had their personal favorites, songs they respond to even to this day.

In their book Doug and Craig compile a list of the top 20 played during that time in Vietnam. “These songs generally reflect the frequency and intensity of the mentions we heard from vets.” For this article I have listed the top 15.

15. “And When I Die” Blood, Sweat, and Tears (1967)
14. “Ring of Fire” Johnny Cash (1963)
13. “What’s Going On” Marvin Gaye (1970)
12. “These Boots are Made for Walkin” Nancy Sinatra (1966)
11. “Say It Loud – I’m Black and I’m Proud” James Brown (1968)
10. “Green, Green Grass of Home” Porter Wagoner (1965)
9. “Chain of Fools” Aretha Franklin (1967)
8. “The Letter” Box Tops (1967)
7. “(Sittin’ On) the Dock of the Bay “ Otis Redding (1968)
6. “Fortunate Son” Credence Clearwater Revival (1969)
5. “Purple Haze” Jimi Hendrix Experience (1967)
4. “Detroit City” Bobby Bare (1963)
3. “Leaving on a Jet Plane” Peter, Paul, and Mary (1967)
2. “I-Feel-Like-I’m-Fixin’-To-Die” Country Joe and the Fish (1967)
1. “We Gotta Get Out of This Place” Animals (1965)



## Interview with Doug Bradley

*Written by Bryan Lemmenes*

I had a chance to correspond with Doug later after the presentation and asked him a couple of questions regarding diversity and how we perceive it as individuals. His responses are given below.

- ◆ Doug, what do you see as the greatest challenge currently to acceptance of diversity?

Response: Greatest challenge to the acceptance of diversity centers around our lack of empathy, understanding, and tolerance. My experience has been that people fear what they don’t know or understand, and if they could see those who are different as more like themselves and/or understand/appreciate how

someone’s difference could be a plus, then they may respond more positively.

- ◆ What advice would you give to someone wanting to build a better self-awareness and understanding of diversity?

Response: My advice to someone is to become less self-centered and self-focused, to get out of their comfort zone, and embrace what it is unique, different and “diverse” about who they are. Being a Vietnam vet and having people view me as somehow “different” because I was a Vietnam vet, enabled me to become more self-aware and to relate to, and connect with, others in newer, different ways.

## The 2017 Ag Discovery Program - West Lafayette, IN

### Livestock Behavior Research Unit (LBRU)

*Written by Stacy Enneking and Jeremy Marchant-Forde*



The LBRU was excited to host 15 students as part of the USDA's AgDiscovery program. AgDiscovery is a summer camp outreach designed to help high school students explore careers in animal science, veterinary medicine, agribusiness, plant pathology, aquaculture, and all things agricultural. The program allows participants to live on a college campus, and discover agricultural science from university professors, practicing veterinarians, industry representatives, and professionals working for the U.S. government.

New to the AgDiscovery program in 2017 was a joint partnership between Purdue's College of Agriculture and Purdue Veterinary Medicine, with input from all three USDA-ARS units based on campus - the LBRU, the National Soil Erosion

Research Laboratory and the Crop Production and Pest Control Research Unit. The 2-week experience immersed the participants in various fields of study through a series of hands-on labs, workshops, and field trips, designed to give real-life experiences within the various aspects of Indiana agriculture and veterinary health care.

Our day with the students began with an overview of animal husbandry followed by a look at an on-going study examining piglet cognition. They then got to try some swine handling first-hand, learning how the animal can be moved calmly by entering or leaving its flight zone in different directions. A trip to the Purdue Dairy Unit was followed by an over-view of livestock animal welfare, why welfare is important, and how we can assess welfare in farm settings. Students then visited the Purdue Poultry Unit and evaluated the welfare of chickens in cages versus floor pens and compared gilts and sows housed indoors in individual pens versus in out-door group pens at the Purdue Swine Unit. Using the welfare and husbandry principles they learned throughout the day, the students discussed which facilities provided better welfare for the 2 species. To wrap up the day, they worked in groups and developed reasons that supported their choices and presented their reasons to the entire group.



### National Soil Erosion Research Laboratory (NSERL)

*Written by Rhonda Graef and Chad Penn*

The NSERL started their day with the students by giving an overview of when the lab was established, significant research developments, purpose, mission, and goals. A technician reviewed soil texture analyses methods. She gave a demonstration of the Malvern unit and discussed methods to determine soil texture – sieve, sieve pipette, and hydrometer. The students were shown why soil properties are important for plant root growth. A demonstration was held and the students were able to scan root growth for the three seed types and viewed images and video of



root growth. Also discussed was the slag flow-through research. A technician described how to calibrate the flow-through cells, how to prepare the material used as sorption material, the different type of phosphorus sorption materials, how to calculate results, and initial observations of her research with slag. The group was taken through the hydraulics laboratory and a rainfall experiment on soil boxes with different cover material was demonstrated. The Research Leader, Chi-hua Huang discussed differences between soil erosion and soil erosivity; and the challenges involved with soil erosion research. The day was finished with a question and answer session over the topics discussed throughout the day.



### **Crop Production and Pest Control Research Unit (CPPC)**

*Written by Steve Scofield*

The Crop Production and Pest Control Research Unit (CPPC) conducts basic research investigating genetic mechanisms of disease resistance in small seed grains and oil quality in soybeans. Their Ag Discovery presentation was an introduction into plant molecular genetics. The students were given an introduction to this field, the types of problems it investigates and performed some procedures with tools commonly used in this research. The students discussed the central importance of DNA and then isolated DNA from strawberries using a very simple protocol that they can perform at home or their high school classroom. After this

the students, performed two common steps of molecular biology, making specific cuts in DNA with restriction enzymes and joining these fragments together with DNA ligase. To conclude the demonstration, the students performed gel electrophoresis to confirm that the cutting and joining reactions had occurred properly.

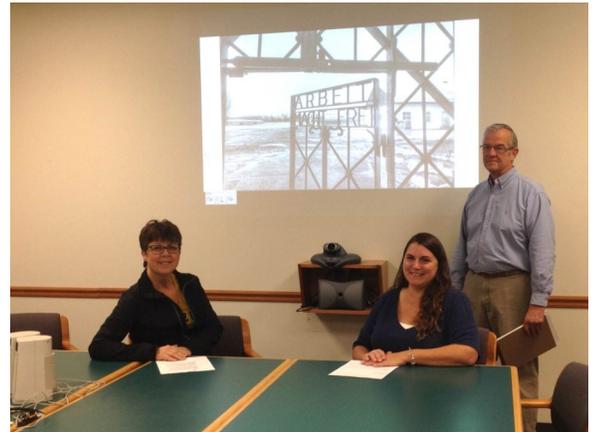


### **Arbeit macht frei**

*Written by David Isaacson*

With the goal of strengthening diversity awareness and promoting respect in the workplace, three members of the administrative staff of the USDA/ARS, Columbia, Missouri, hosted a presentation on the history and the impact of Dachau, the Nazi concentration camp. During the 12-year operation, from 1933 to 1945, 160,000 political prisoners, Gypsies, homosexuals, and Jews, along with members of various religious groups passed through its gates.

The presentation was attended by many employees of the location. To start off, Heather Lewandowski, Administrative Officer, gave a talk on the history leading up to the development of the camp, events during its operation, and the liberation of the camp by American troops in 1945. Next, Ann Champion, Program Support Assistant, read a letter written by Private First Class Harold Porter to his parents from the Dachau concentration camp immediately following the liberation. Porter was a medic and in his very eloquent letter gave a vivid description of his haunting experience. Following up, David Isaacson, Office Automation Assistant, read from his personal journal, describing his observations and thoughts during his visit to Dachau and demonstrating the somber impression the plot of ground still leaves on those who visit it. Lastly, there was a lengthy discussion among the attendees, expressing personal experiences and commenting on the relevance of respect for individual differences.



Pictured (L-R) Heather Lewandowski, Ann Champion  
David Isaacson

## CREDO Activities at NCAUR, Peoria, IL

Written by Veera Boddu

The Civil Rights Employee Development Organization (CREDO) at the National Center for Agricultural Utilization Center (NCAUR) in Peoria, IL, aims to foster work place environment unrestricted by consideration of race, color, religion, sex, age, disability or national origin. The CREDO activities are a critical component for competing in today's globally connected research and economic environment. Different cultures at work bring new ideas, increased creativity, and fresh perspectives. CREDO activities contribute to workplace diversity, manage unconscious and conscious biases, and open the doors for inclusion and acceptance and leads to positive work environment, as well as increased morale. Understanding of diverse backgrounds and generations among employees will help to avoid unintended misunderstandings, feelings of bullying, discrimination, and/or harassment.

The CREDO committee organizes several activities throughout the year in support of its mission. Special observances occurred, such as Native American Heritage Month, Black

History Month, Asian-Pacific American Heritage Month in accordance with the Agency and Departmental guidelines. The CREDO's current chairperson (Dr. David Compton) and his committee members have organized frequent presentations by invited speakers, screening of documentary films and TED talks. A previous article in Medley issue of [August 2016](#) covered prior activities during 2015-16. Present article describes the CREDO activities during July 2016 through June 2017. Some live recordings of the presentations, with consent by the speakers and the MWA administrators, are posted at <https://www.ars.usda.gov/midwest-area/docs/mwa-outreach-diversity-and-equal-opportunity-video-library/>. These recordings are informative and can be viewed either individually or in a group environment. The following is a short summary of special events conducted during the period July 2016 through June 2017. The venue for all the CREDO events is the NCAUR auditorium. Attendance at CREDO events is about 70-110 persons.

### 1. Observance of Hispanic Heritage Month, September 20, 2016

A presentation by Dr. Alberto Pantoja, Associate Area Director, MWA

Title: Working on Foreign Lands: The Face of Latin America Most People Don't Know

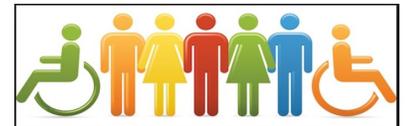


Dr. Pantoja (left picture) described his experience while on assignments in South America. The presentation was informative and clearly explained differences and similarities between Latino and Hispanic! The presentation provided information on the large number of countries, geography, languages (and numerous dialects) and other socio-cultural aspects. The presentation included personal pictures he has taken in South America. Some aspects of agricultural practices, irrigation and water transport systems, major staple foods and special foods such as quinoa, plantains (green bananas), and fruits unique to South America were briefly described. The presentation included current demographic information on Latino and Hispanic populations in the USA. Dr. Pantoja presented an enjoyable and informative session in under an hour that may take more than a semester to share in a classroom setting.

### 2. National Disability Employment Awareness Month, October 19, 2016

A presentation by Ms. Malinda Brown, Counselor, Metamora High School, Metamora, IL

Title: Personal Experiences with Disabilities, Living and Learning



Ms. Malinda Brown, a student counselor at Metamora High School gave an excellent and revealing presentation as part of National Disability Employment Awareness Month. While telling her personal story she described the rules, regulations, provisions and laws associated with National Disability Acts as passed by the US Congress. While growing up in the small town of Mendota, Illinois, Malinda was in a car accident that resulted in a spinal cord injury when she was 16 years old. Although she is confined to a wheelchair today, her disability did not prevent her from reaching her goals. She earned a Master's degree in counseling and has been a counselor at Metamora High School for the past 11 years. Her story was very inspirational and educational.

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### 3. Native American Heritage Observance Month, November 15, 2016

A presentation by Dr. Michael Connor, Associate Curator of Anthropology, Dickson Mounds Museum, Illinois State Museum

Title: From Mammoths to Maize: Plants and Native American Cultural Evolution in the Midwest.

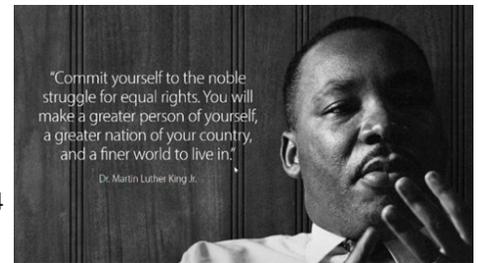


This talk reviewed the social changes brought by agriculture, and discussed how the subsequent adoption of maize around A.D. 800 fueled the development of the largest, most complex Native American culture north of Mexico at the Cahokia site near Collinsville, Illinois. The development of agriculture had a profound effect on human societies throughout the world. Small, nomadic bands of hunter-gatherers gradually became settled farmers with more control over their food resources. Different crops fueled population expansion and social complexity in a variety of regions across Asia, Europe, and North and South America. Corn, first domesticated in Mexico, was the principal crop among Native Americans when Europeans entered North America. However, archaeological research in the last 50 years has shown that for at least a thousand years before corn became important, the Midwest Native Americans relied on several indigenous crop plants.

### 4. Observance of the Martin Luther King, Jr. Holiday, January 31 2017

Video Presentation: *Bridge to Freedom (1965)*

In observance of the Martin Luther King, Jr. Holiday, the episode, "*Bridge to Freedom (1965)*" from the most comprehensive television documentary series "Eyes on the Prize" was screened. This series tells the story of America's civil rights years from 1954 to the mid 1980's capturing the pain and passions of blacks and whites in the American South. "*Bridge to Freedom (1965)*," takes us to Alabama in March of 1965 where demonstrators start a 54-mile march from Selma to Montgomery in response to an activist's murder. Nearly 525 peaceful marchers were violently assaulted by the state police near the Edmund Pettus Bridge outside Selma, AL. This assault becomes known as "Bloody Sunday" nationwide and prompted a second march led by Martin Luther King, Jr. and other religious leaders. About 25,000 marchers arrived at the State Capitol building in Montgomery and soon after the U.S. Congress passed the Voting Rights Act of 1965 forcing states to end discriminatory voting practices.



### 5. African American History Month, February 7, 2017

A presentation by Mr. Winsley Durand, Concerned African American Retirees Member

Title: Impact of the "Jim Crow" Years on African-Americans in the South

The speaker, Mr. Durand, was born in 1941 on the Shirley plantation located in the small town of Bunkie, Louisiana and raised in the south until the latter "Jim Crow" years. Signs of its demise were evident throughout the south. However, he did not realize what a profound effect it would have on his life once he learned that, as a people, African-Americans were not looked upon as being current or future contributors to society beyond the cotton fields. Mr. Durand was involved in the Peoria community as a leader. He was president of the following organizations: George Washington Carver Community Center (he guided the center through a difficult period when the gangs were very active around the Carver Center), Big Brother/Big Sisters, Greater Peoria Library, Sickle Cell Anemia Foundation, Greater Peoria Private Industry Council, and ILL Business Financial. He was a board member of Peoria Academy, secretary of the Peoria Symphony's Board of Directors and Chairman of their Strategic Planning Committee. The presentation included his personal story, lives of African Americans in the south during his childhood and experiences as an African American Community leader in Peoria, IL.



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## 6. Women's History Month, March 15 2017

A presentation by Dr. Dunja Antunovic, Bradley University, Peoria, IL

Title: Caught up in the Times: Women in Sports Newsrooms

**WOMEN'S  
HISTORY MONTH**

*Honoring the accomplishments of women.*

Dr. Antunovic is an Assistant Professor in the Department of Communications and the Charley Steiner School of Sports Communication at Bradley University. Dr. Antunovic's talk discussed her research on women's experiences and their contributions to sports print journalism. In the early 1970's, newspapers across the United States hired several women into the sports departments that previously only had men on staff. Dr. Antunovic's research focused on five women reporters; Susan Sternberg, Jody Homer, Linda Joung, Marla Krause, and Linda Kay. As per Dr. Antunovic, the experiences, struggles, and their accomplishments are not well documented or recognized. She also mentioned that it was a major topic of debate for a longtime to allow women reporters into sports locker rooms. Though women in sports coverage started in 1829, there were only about 96 women sports writers out of 1,061 in 1980. As sports reporters women had struggled and finally broke the barriers! The presentation reviewed the history about the slow and steady progress of women as sports reporters.

## 7. Asian-Pacific American Heritage Month, May 15, 2017

Video Presentation: *Unfinished Business*

This video explains what happened to Japanese Americans during their internment after the bombing of Pearl Harbor by Imperial Japan. More than 110,000 Japanese Americans were forced to relocate in camps in the western interior of the country. The video presentation focused on the American citizens of Japanese ancestry that were uprooted from their homes and businesses and incarcerated in desolate relocation camps. Without hearings or trials, men, women, and children were evacuated under Executive Order

9066, the War Relocation Act. *"Unfinished Business"* is the story of three Japanese-American resisters: Gordon Hirabayashi, Fred Korematsu, and Minoru Yasui. These individuals courageously defied the government order and refused to go, resulting in their conviction and imprisonment. The film includes archival footage of wartime anti-Japanese hysteria, the evacuation and incarceration of Japanese Americans, and life at the camps. It captures the men 40 years later, fighting to overturn their original convictions. The film is produced and directed by Academy Award-winner Steven Okazaki and was nominated for Best Documentary Feature at the Academy Awards.



## 8. LGBT Pride Month, June 19, 2017

Three TED Video Presentations: 1) *The Myth of the Gay Agenda*, 2) *We're all hiding something. Let's find the courage to open up*, and 3) *A queer vision of love and marriage*

The CREDO committee decided to screen three excellent TED (Technology, Entertainment and Design) talks as part of LGBT pride month. The three TED talk selections are relevant to the LGBT pride month. The first talk screened is *"The Myth of the Gay Agenda"*, by LZ Granderson (about 18 min). This talk points out the absurdity in the idea that there is a "gay lifestyle," much less a "gay agenda." Granderson tries to convince the audience that there is nothing but being a good partner and being a good parent. The second talk screened (about 10 min) is by Ash Beckham, with a title *"We're all hiding something. Let's find the courage to open up."* Beckham suggests an approach that starts with understanding that everyone, at some point in their life, has experienced hardship. Beckham advises the LGBT community to be bold and come out of the closet. The third talk (about 17 min) is *"A queer vision of love and marriage"* presented by Tiq Milan and Kim Katrin Milan. Married activists, Tiq and Kim Katrin Milan are married as a transgender man and a cis woman. They describe that love is a tool for revolutionary change and a path toward inclusivity and understanding for the LGBTQ+ community.



In general, the TED talks are well organized and the speakers are leaders or subject matter experts and excellent communicators. A number of TED talks are available on many topics. TED talks are a great source for many other ARS locations.

## Special Emphasis Programs/Observances/Resources and Information

Special Emphasis Programs (SEPs) are an integral part of the overall civil rights, human resources and program delivery functions. The purpose of the SEPs is to provide oversight, guidance, direction, enforcement and assistance to enhance opportunities for women, minorities, and people with disabilities in all employment and program delivery activities.

**Employment activities:** Recruitment, hiring, promotions, separations, awards, training, or any other employment action which impacts on the inclusion of and equal opportunity for women, minorities, and people with disabilities.

**Program delivery activities:** These activities include outreach, training, public notification, program accessibility or any system, practice or procedure or other activity which increases the knowledge of and participation by women, minorities, and people with disabilities.

### **Special Emphasis Observances, and resources and information for September through November 2017:**



#### **Hispanic Heritage Month (September 15 - October 15)**

**National Theme:** Shaping the Bright Future of America!

**Resources & Information:** Smithsonian Latino Center  
<http://latino.si.edu/>

National Hispanic Heritage Month

<http://hispanicheritagemonth.gov/index.html>



#### **Disability Employment Awareness Month (month of October)**

**National Theme:** Inclusion Drive Innovation

**Resources and Information:** USDA Technology and Accessible Resources Gives Employment Today (TARGET) Center  
<http://www.targetcenter.dm.usda.gov>

U.S. Department of Labor, Office of Disability Employment Policy

<http://www.dol.gov/odep/topics/ndeam/index-2014.htm>



#### **American Indian Heritage Month (month of November)**

**National Theme:** Standing Together

**Resources & Information:** The National Congress of American Indians  
[www.ncai.org](http://www.ncai.org)

Nativeculture.com

[www.nativeculture.com/learn/](http://www.nativeculture.com/learn/)



Additional resources for diversity awareness material and ideas for special observances (catalog, pins, videos, etc.) are available from the following resources:

**ARS EEO Video Library:** <http://www.afm.ars.usda.gov/ODEO/files/ARS%20Video%20Library%20Catalog1.pdf>

**Diversity Store:** [www.diversitystore.com](http://www.diversitystore.com); Phone: 800-200-5964; Email – [hmsdc@aol.com](mailto:hmsdc@aol.com)

**Smithsonian:** <http://www.si.edu/>; Phone: 202-633-1000; Email: [info@si.edu](mailto:info@si.edu)

**USDA Department-wide Monthly Observances – Links for Websites:** <http://www.dm.usda.gov/employ/observances.html>

Observance events/activities should be conducted in a most cost-efficient manner.



**You can earn credit for diversity training when you participate in a Special Emphasis Observance event (i.e., Women’s Equality Day, Veterans Day, etc.)?**

- ◆ How? There are two options, as applicable:
  1. Record your own learning in AgLearn if the learning item allows users to do so upon completion. Access AgLearn and go to Record Learning.
  2. Contact your Designated Location AgLearn Administrator.

**We’d love to highlight your Outreach event or share your story.**

**Contributions can be sent to your location ODEO representative**

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**REE Mission Area EEO Counseling:** 202-720-3410, 800-340-4289, TDD: 202-720-3303

<http://www.ars.usda.gov/AboutUs/docs.htm?docid=23089>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Cooperative Resolution Program:** Jeff Schmitt; 301-504-1352, [jeff.schmitt@ars.usda.gov](mailto:jeff.schmitt@ars.usda.gov) or [coopres@ars.usda.gov](mailto:coopres@ars.usda.gov)

<http://www.ars.usda.gov/odeo/coopres>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Reasonable Accommodation Program:** Tonya B. Morris, 301-504-4339, [tonya.b.morris@ars.usda.gov](mailto:tonya.b.morris@ars.usda.gov)

<http://www.ars.usda.gov/AboutUs/docs.htm?docid=23085>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Outreach and Recruitment Branch Area Contact:** \_\_\_\_\_, 309-681-6110, \_\_\_\_\_.

<https://www.ars.usda.gov/AboutUs/docs.htm?docid=23072>; Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>

**Office of Outreach, Diversity, and Equal Opportunity (ODEO) Home Page:**

<http://www.ars.usda.gov/ODEO> Axon: <https://axon.ars.usda.gov/ODEO/Pages/Home.aspx>