



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

GREETINGS



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Greetings

O

Diversity Day 2016

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Sexual Assault Awareness and Prevention Month

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April is Sexual Assault Awareness and Prevention Month. Preventing sexual harassment/sexual assault has been at the forefront of the Department of Defense’s mission for many years; especially after so many reports started to come out of Iraq and Afghanistan during the Global War on Terror.

D

Meet the 24 –year old who could change how the US handles sexual assaults

Sexual assault is an elevated, and much more physical, effect of sexual harassment. Many harassment behaviors can metastasize and become sexual assault. It’s very probable we can prevent the assault if/when incidents of harassment are reported. If not reported, these behaviors can continue ‘unchecked’ for a long time.

U

Denim Day

We all wear the same uniform. We all took the same oath. We are brothers and sisters-in-arms. Ask yourself:

G

Survivor Love Letter Project

“Would I treat my brother or sister this way?”
“What if that was my wife/husband/daughter/son/friend?”
“How would I feel if someone I loved was treated that way?”

M

Diversity Events around MO

I would encourage every Soldier and Airman of the Missouri National Guard to make sexual assault prevention personal.

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8 Zany April Fools’ Day Hoaxes

Respectfully,

W

Recipe Celebrating National Grilled Cheese Month

TSgt Michael J. Marsden
State Equal Employment Specialist

W

W

FOH & EAP Spotlight





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Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

DIVERSITY DAY AUGUST 7, 2016

This year's Diversity Day will highlight the diversity in the Missouri National Guard

Tell Your Story

- ❖ Tell Us About Your Heritage or Background: Make a display that can be presented during Diversity Day showcasing your background and feel free to make a food dish to be sampled.
- ❖ Alter Ego Profiles: We want to know what you do outside the Guard such as your civilian job or community involvement

We want to showcase and highlight the heritage, backgrounds and accomplishments of the Missouri National Guard we need your help to do that!!!

Please contact SGT Desiree Robinson desiree.n.robinson2.mil@mail.mil or 573-638-9500 x 39788 if you are interested in doing a display, food sampling or profile.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

DIVERSITY DAY AUGUST 7, 2016

This year's Diversity Day will highlight the diversity in the Missouri National Guard

Tell Your Story

Create a display that highlights some of these things:

- ❖ Tell Us 3 facts about:
 - What you do in the Guard
 - Where you are from
 - Community involvement
 - What most people don't know about you
- ❖ History of where you are from
- ❖ Military History of the country you are from
- ❖ What is your civilian job and what do you love about it
- ❖ How does your work in the community help others



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Sexual Assault Awareness and Prevention Month

2016 Theme: Eliminate Sexual Assault: Know Your
Part, Do Your Part

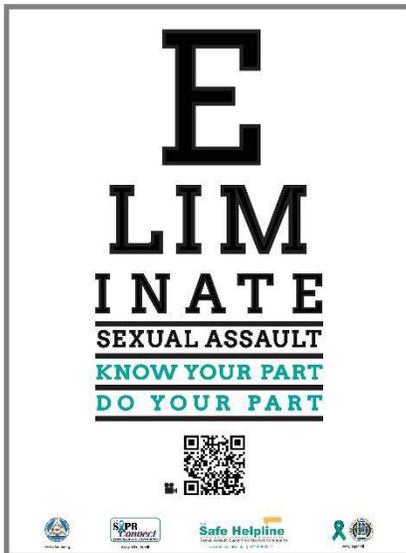
The month of April has been designated as Sexual Assault Awareness and Prevention Month (SAAPM) and is recognized across the country by both civilian and military communities.

SAAPM offers a vital opportunity to build on existing momentum to fight sexual assault and ensure all Service members are treated with dignity and respect.

To eliminate sexual assault, there is a need for every Service member to live the core values of our profession with integrity, trust, dignity, respect, fidelity, and courage.

Sexual assault can happen to any Soldier, Sailor, Airman, or Marine. Every member of the DoD community can do something to create an environment where sexist behaviors, sexual harassment, and sexual assault are not tolerated, condoned or ignored.

Know Your Part...You have an integral role in preventing and responding to sexual assault.





The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Sexual Assault Awareness and Prevention Month

2016 Theme: Eliminate Sexual Assault: Know Your
Part, Do Your Part

It starts with:

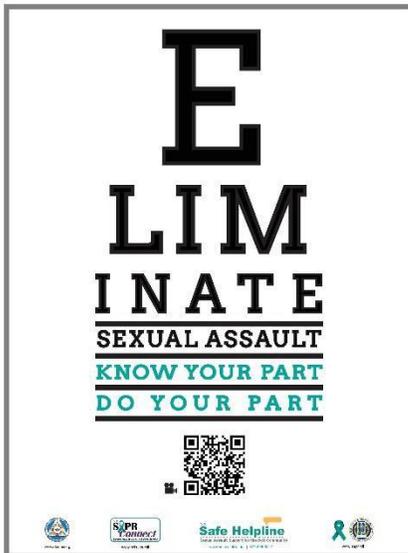
- Being vigilant for situations at risk for sexual assault
- Knowing how to safely intervene
- Understanding you can safely stop risky situations

Here are tips on what you can do to be part of the
solution:

- Plan ahead: Be with friends -- if you go out together, plan for everyone to come home together
- Consider the many ways you can intervene – sometimes an indirect approach is best.
- Trust your gut. If something looks like it might be a bad situation, it probably is.
- Be direct. Ask someone who looks like they may need help if they're ok.
- Watch out for those who've had too much. If you see someone who is very intoxicated, enlist trusted friends to help them get home safely.
- Look for those who are deliberately trying to intoxicate, isolate, or corner someone else.

Do Your Part...Promote a healthy environment by committing to actions that stop inappropriate behavior and prevent sexual assault.

Source: www.deomi.org





The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Meet the 24-year-old who could change how the US handles sexual assaults

Molly Redden | February 23, 2016 | www.theguardian.com



State Department official Amanda Nguyen drove forward the Sexual Assault Survivors' Rights Act after fighting not to have her own rape kit destroyed

Amanda Nguyen's debacle with her rape kit in Massachusetts caused her to wonder what the law guaranteed in other states.

Photograph: Amanda Nguyen

In what they hope will become a bipartisan bright spot, Democrats in the Senate on Tuesday introduced a sweeping new bill to guarantee and standardize certain rights for people who have experienced sexual assault.

The bill is the latest attempt to fix a system for prosecuting sex crimes that many public figures agree is broken. But where many bills focus on expanding resources for law enforcement, this is the first national proposal to focus so directly on improving legal protections for those who are sexually assaulted.

And the bill has a unique driving force behind it: Amanda Nguyen, a 24-year-old State Department liaison to the White House in training to be an astronaut who helped craft the bill. Nguyen became an activist because of her own enormous struggles with a difficult legal system that nearly destroyed her rape kit.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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Molly Redden | February 23, 2016 | www.theguardian.com

“Basically, I had to pen my own rights into existence,” she said in a recent interview.

The Sexual Assault Survivors’ Rights Act draws from legal rights that already exist in patchwork form in different states across the country. It requires steps to ensure that people who have been sexually assaulted have access to a trained sexual assault counselor and comprehensive information about victims’ legal options. For individuals who submit to a rape kit, the bill would give them the right to know the location of the evidence, whether the kit has been tested, and the test results.

The bill guarantees these rights whether or not the person reports the crime to law enforcement or agrees to press charges. It also creates a task force to examine how well the changes are implemented, to include representatives from diverse communities and advocacy backgrounds.

“Too many survivors feel like the entire system has failed them,” said Senator Jeanne Shaheen of New Hampshire, the bill’s primary sponsor. “We need a basic set of rights for people who are sexually assaulted.”

Shaheen said she was confident that the bill would attract bipartisan support. Democrats and Republicans have united numerous times in recent years to increase funding for rape-kit testing, she noted, and to support legislation that streamlines sexual assault investigations in the military. A House resolution introduced last year supporting many of the same rights as Shaheen’s bill notched more than 50 cosponsors from across party lines.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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But the real engine behind the Senate bill is Nguyen, the State Department employee and aspiring astronaut.

In her spare time, such as it is, Nguyen heads up an organization called Rise – a diffuse group of volunteers and activists that has put these issues of survivors’ rights in front of Congress with singular speed. It was Nguyen who moved Shaheen to introduce the measure in the Senate, and who has advocated for a growing number of similar bills at the state level.

About two years ago, Nguyen was raped and submitted evidence to the state of Massachusetts through a rape kit. Massachusetts law gives Nguyen 15 years to decide whether to pursue legal action. But a pamphlet handed to her at the hospital said that unless she filed an “extension request”, under state law, the state could destroy her rape kit in just six months.

The rules sent her scrambling to figure out how to file an extension request – the pamphlet didn’t explain how – and then, rushing to find her rape kit so she could file the request with the right person.

She still repeats her frenzied search every six months. Once, a police officer told her the kit was likely in police custody, only for a lab technician to confirm the kit was actually at a lab. At one point, a lab refused to confirm by email that it had extended her kit and would only give her a printed-out letter of confirmation once she flew to Massachusetts.

“The system essentially makes me live my life by date of rape,” Nguyen said.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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The debacle caused Nguyen to wonder what the law guaranteed in other states. She made a list of more than 20 legal rights that people who are sexually assaulted have in different states and found that the degree of protection varied wildly.

Kansas and Utah, for instance, guarantee almost no rights to people who have been sexually assaulted – except a guarantee that the government will pay to test a rape kit in Utah, and in Kansas, a prohibition on forcing victims to take polygraph tests.

California and the District of Columbia have strong laws surrounding access to sexual assault counselors, but neither gives victims the right to a copy of their police report. California is the only state in the country to guarantee access to the results of a rape kit, which can include whether the person was drugged.

While many groups track how many rape kits have gone untested, there are no national statistics on how many have been destroyed without the victim's knowledge or consent. But Nguyen found that there isn't a single state where the law guarantees retention of a rape kit until the statute of limitations expire.

Nguyen lunged into action. She gathered dozens of friends, acquaintances and advocates into a loose online network of volunteers who weighed different legal solutions and eventually drummed up support for a bill.

The group, Rise, is no one's full-time job. But within two months of its founding, Massachusetts lawmakers had introduced a bill containing dozens of new rights for people who had been sexually assaulted. The measure would create a tracking system for rape kits and forbid law enforcement from destroying a kit without first processing and testing the kit or notifying the victim.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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Within a few more months, Rise had drafted a similar proposal for interested lawmakers in California. Rise is talking to legislators in New York. Nguyen is confident the Senate bill will inspire more state efforts. The Massachusetts bill, which has 25 cosponsors, had its first hearing before both chambers of the legislature this January. Just two years had elapsed since the crime that set Nguyen on this path.

“The fact that she’s been able to build so much support, that we’ve got a bill that’s being introduced, that we’ve got a real shot at getting through, speaks to her incredible abilities,” Shaheen said.

Nguyen currently works as the White House’s deputy liaison at the State Department. Her ultimate ambition is to be selected as one of Nasa’s mission specialists. “My timeline maps out to Mars,” she said with a grin.

The long slog facing an aspiring astronaut, she said, calls for the same traits that were useful as she pressed lawmakers: she describes herself as “patient and pathologically optimistic”.

It also helps to be someone who feels like a moonshot is well within reach.

“I could accept injustice or rewrite the law,” Nguyen said. “I chose rewriting the law.”

- This article was amended on 23 February. Nguyen is a State Department official, not a White House official.



The Trueman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

What is Denim Day?

Denim Day has become an international symbol of protest against destructive attitudes about rape and sexual assault. It began in 1999 as part of an international protest of an Italian Supreme Court's decision to overturn a rape conviction.

*The sentence was overturned based on the justices' belief that, **because the victim wore tight jeans, they could not be removed easily, and therefore, she must have helped her rapist remove them.** This implied consensual sex, not rape. Naturally, the decision outraged lawmakers and organizations throughout Italy, and all over the world. Women in the Italian Parliament protested by wearing jeans to work and immediately, the California Senate and Assembly followed suit by wearing jeans on the steps of the Capitol in Sacramento.*

—Patti Gaggins, Executive Director of Peace Over Violence, "Join in Denim Day in LA & USA" [emphasis added]

Denim Day is recognized around the world and observed by many victims' rights groups in April each year.



Take Part in Denim Day

Wear jeans on April 27th, 2016 to stand up against harmful attitudes about sexual violence.

Source:

<http://www.vcqcb.ca.gov/victims/victimsrightsmoath/denim.aspx>



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13



Survivor Love Letter Project

In February, a few staff members of the National Sexual Violence Resource Center took some time to write survivor love letters for Valentine's Day.





The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Dear Survivor,

We want you to know that we think about you every single day. Sometimes it's in a staff meeting, sometimes it's at a desk among coworkers, and other times it's at home with our families. We carry your stories with us in our work and in our hearts. For some of us, this is in the company of our own stories or the stories of the many other brave survivors in our lives.

The most important thing we want you to know is that we believe you, and that what happened to you wasn't your fault. This world is especially unfair to survivors of sexual assault, and your strength and resiliency inspire us every day.

There is no right or wrong way to heal from this. You are unique, your circumstance is unique, and trauma affects all people differently. Please go easy on yourself. No matter what, you deserve love and compassion.

We believe in you. We know that the path to healing can have many twists and turns. If you're ever at a part of your path where you could use a walking partner, please reach out. You can speak with a victim advocate any time by calling 1-800-656-HOPE.

You are at the center of our work to strengthen how communities support survivors of trauma and prevent sexual assault. Free resources on this complex topic are available. Please connect with us at nsvrc.org. You are never alone.



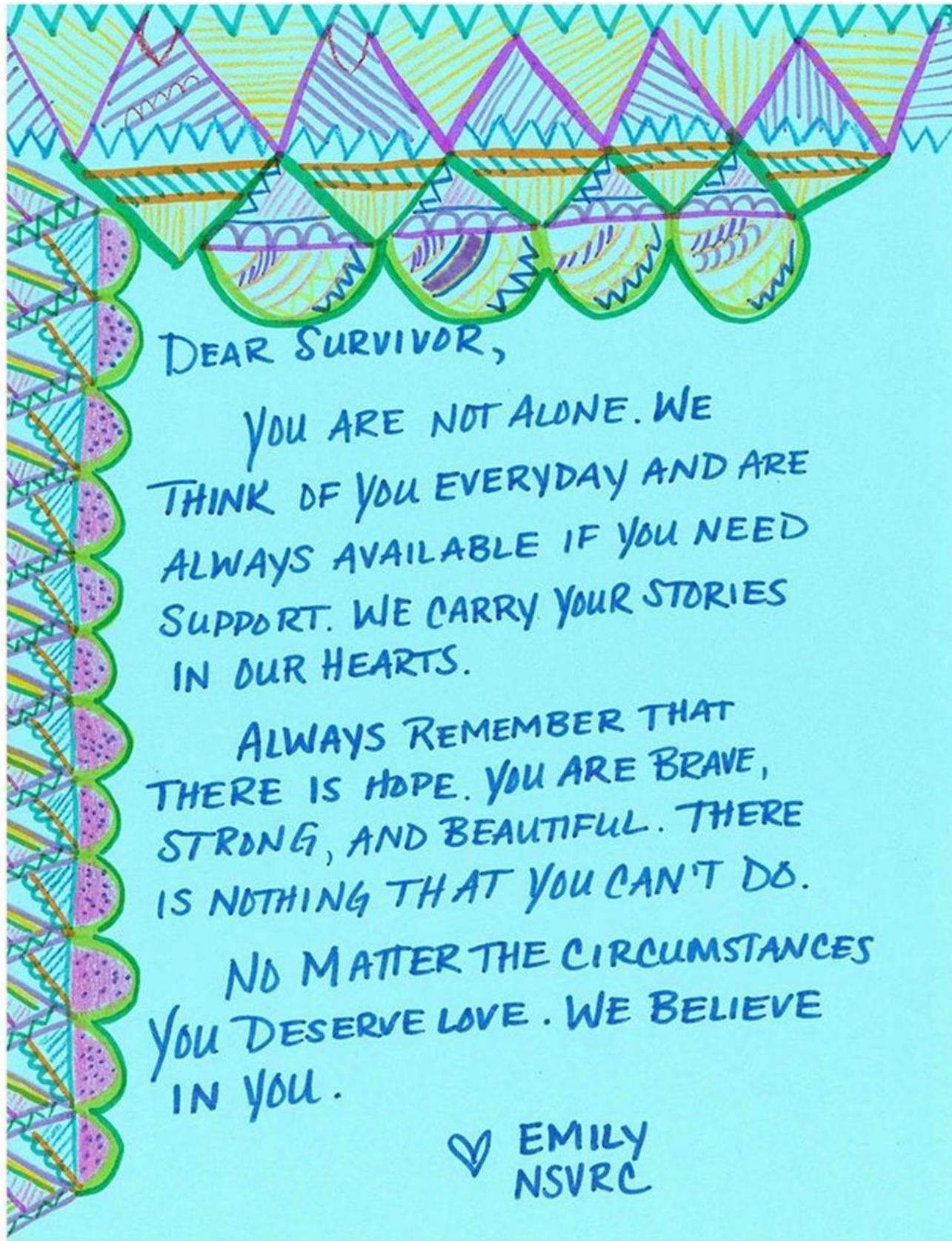


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Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

14



DEAR SURVIVOR,

YOU ARE NOT ALONE. WE
THINK OF YOU EVERYDAY AND ARE
ALWAYS AVAILABLE IF YOU NEED
SUPPORT. WE CARRY YOUR STORIES
IN OUR HEARTS.

ALWAYS REMEMBER THAT
THERE IS HOPE. YOU ARE BRAVE,
STRONG, AND BEAUTIFUL. THERE
IS NOTHING THAT YOU CAN'T DO.

NO MATTER THE CIRCUMSTANCES
YOU DESERVE LOVE. WE BELIEVE
IN YOU.

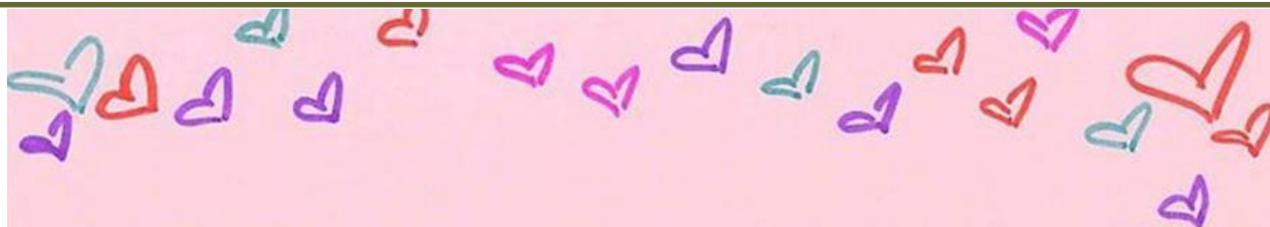
♡ EMILY
NSVRC



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13



Dear Survivor,

Everyday I work to make
the world a kinder, safer,
and better place for you to
live.

I believe you and I also
believe in you. What happened
is not your fault and I know
you are on your way to amazing
things. You inspire me everyday
through your strength and resiliency.

Amanda
NSVRC



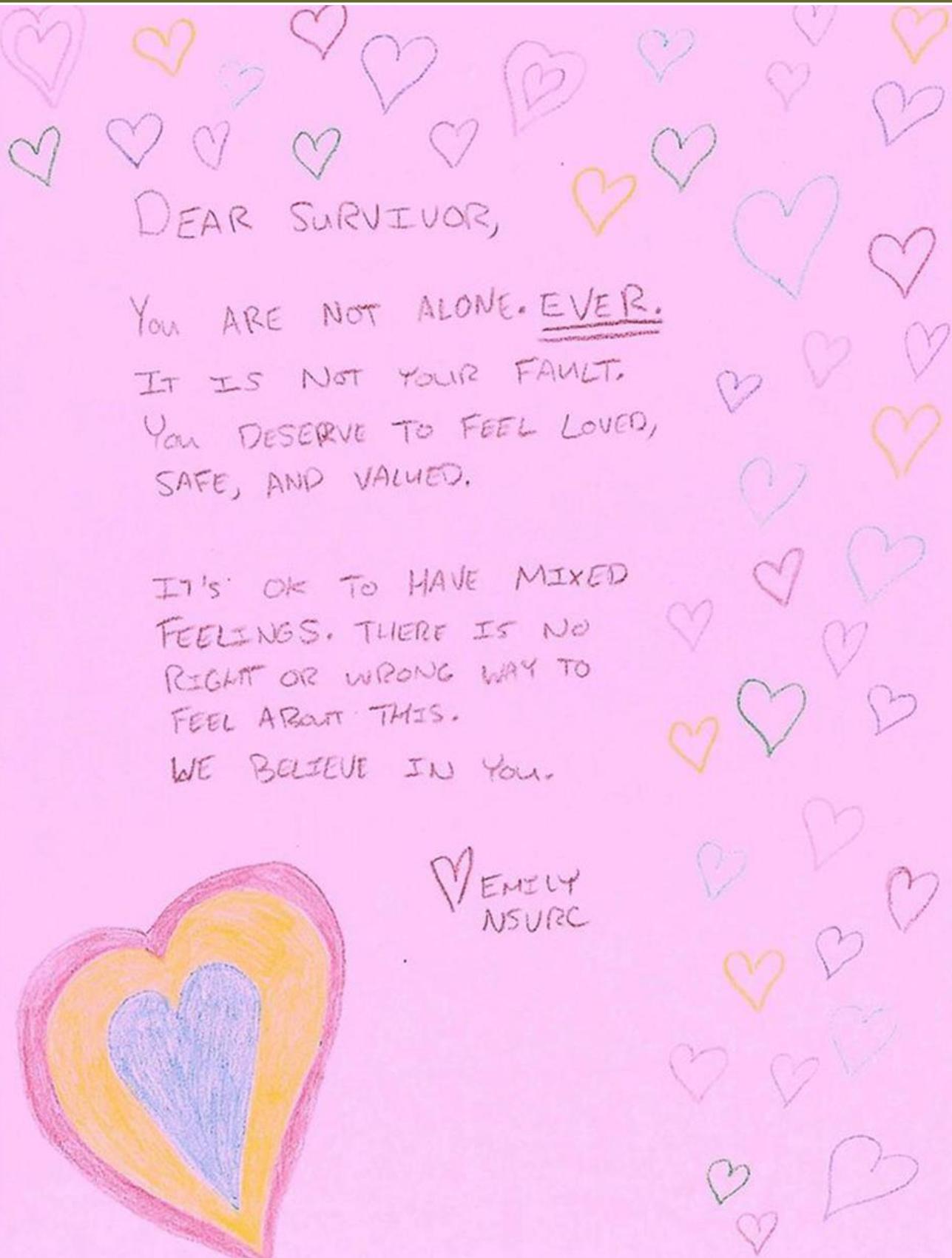


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Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

16



DEAR SURVIVOR,

You ARE NOT ALONE. EVER.

IT IS NOT YOUR FAULT.

You DESERVE TO FEEL LOVED,
SAFE, AND VALUED.

IT'S OK TO HAVE MIXED
FEELINGS. THERE IS NO
RIGHT OR WRONG WAY TO
FEEL ABOUT THIS.

WE BELIEVE IN YOU.

♥ EMILY
NSURC

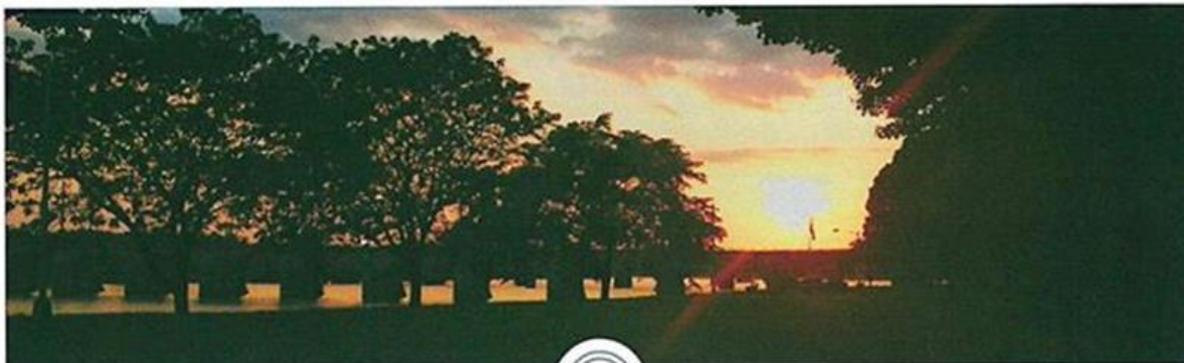




The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13



Dear Survivor,

Each day I take a breath and think of you. I send you love each time I exhale. When I breathe in I build support, health and healing for you. You are not alone. Whenever you doubt this, just breathe in and breathe out and know that I am here.



Take a Breath.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Diversity Events Around MO

Take Back The Night

Thursday, Apr 28, 2016

6:00 PM - 9:00 PM CDT

Traditions Plaza [Map Location](#)

[Sign in or register to RSVP to this event](#)



Join together in the mission to end harassment and sexual assault. Students and community members will gather for a rally and march through parts of campus. Show your support by rallying, marching, or cheering on from the sidewalk. A vigil will follow the march. Finally, students will have the opportunity to “speak out” about their experiences with sexual violence. Look for promotional videos beginning early April.

Rain Site: The Shack, MU Student Center

Hosted by STARS (Stronger Together Against Relationship and Sexual Violence)

<https://orgsync.com/106001/events/1352805/occurrences/3062541> 18



The Trueman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Diversity Events Around MO

Mid-West Women
Veterans Association
4th Annual Women Veterans' Event
April 8-9
Elks Lodge
4747 East Elk Parkway
Columbia, MO

Hotel Reservations

Super 8 Motel (Clark Lane)

573-474-8488

Ave Room Rate \$ 69+tax

Continental Breakfast

Block not reserved so call early!!

Friday

6-9pm

Appetizers

Cash Bar

Live Band

"Faded Youth"

Saturday

9-3pm

Guest Speaker

Vendors

Door Prizes

Free Lunch

Key Note Speaker:

Diane Eickhoff

"If It Looks Like A Man:
Women in the Civil War"

Guests: \$5.00

Mail information to MWWVA, 109 N Keene St, #9, Columbia, MO or
email to womenvets1@gmail.com

**Name, Branch, Full Address, Phone, Email, Time of Service, Location of Service,
Rank, Number Attending on Friday and/or Saturday**



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Diversity Events Around MO

Annual Historical & Culture Event

Pow Wow

Saturday, April 9, 2016



EVENT DETAILS:

Location: Washington University Athletic Complex Field House, 330 North Big Bend Blvd., University City, MO

Date: Saturday, April 9, 2016

Times: 10 am - 10 pm

Description: This annual event, hosted by the Kathryn M. Buder Center for American Indian Studies at the Brown School, allows visitors and participants to enjoy dancing, singing, drumming, arts, crafts and food at a traditional social gathering for Native Americans from all different tribal backgrounds. Grand entries take place at noon and 6 pm. Traditional arts and crafts booths and community information booths open at 10 am. This an event where elders provide younger generations the tools to maintain Native identity well into the twenty-first century. Even as the Native urban population increases and holds gatherings in heavily non-Native settings, elders hold the key for younger generations to hold a strong Native American identity through traditional and spiritual knowledge and perspectives on family, life, tradition, history and knowledge.

Free

For more information call 314-935-4510 or visit the <http://buder.wustl.edu/Events/Pages/Pow-Wow.aspx>



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Diversity Events Around MO

Annual Special Event

World War II Weekend



April 23 - April 24, 2016

Location: Jefferson Barracks County Park, 251 Cye Road, St. Louis, MO

Dates: April 23 - April 24, 2016

Times: 9 am - 4 pm each day

Description: Stroll through military camps and talk with re-enactors representing the troops of the United States, Britain, Canada, the Soviet Union, and Germany from World War II. Battles will be held on Saturday at 10 am and 30 pm. and on Sunday at 12 pm. There will also be military vehicle displays, weapons demonstrations and a canteen dance.

Free

For more information call 314-961-5838

<http://www.greatriverroad.com/stlouis/stlevents/stlouisworldwar2.htm>



The Trueman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Diversity Events Around MO

Join **Rainbow House** and **YC2** to Celebrate

APRIL
NATIONAL CHILD ABUSE
PREVENTION MONTH!

FREE!
SPRING
FAIR

Games
Prizes
Face Painting
Bouncy House
Cupcake Walk
Arts & Crafts
Hula-Hoops
Bubbles
Pizza
& FUN!!!

FLAT BRANCH PARK
SATURDAY APRIL 23,
2016

11:00 AM – 2:00 PM

Rainbow House

Children's Emergency Shelter
Regional Child Advocacy Center
Homeless Youth Program

youth
community
coalition yc2.org



The Trueman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

8 ZANY APRIL FOOLS' DAY HOAXES

April 1, 2013 By Jennie Cohen | www.history.com

April Fools' Day is here again. It's a tradition thought to date back to the Middle Ages, but various companies, organizations and news sources have gotten in on the action over the years, concocting some of the wackiest hoaxes in history. From spaghetti trees to a Nixon comeback, check out some of history's most elaborate April Fools' Day pranks.

1856: The Tower of London hosts a lion washing extravaganza

In the days leading up to April 1, 1856, London residents received an official-looking invitation printed on Tower of London stationery and bearing a crimson wax seal. Signed "Herbert de Grassen," supposedly a "senior warden" at the popular tourist attraction and prison, the leaflet offered admission to "view the annual ceremony of washing the lions" on April 1. Such an event could have indeed taken place two decades earlier, but the Tower's famous menagerie—which for 600 years featured bears, leopards, lions and other dangerous beasts—had closed in 1835. Nevertheless, a certain number of would-be spectators showed up for the display, only to learn they'd fallen prey to an April Fools' hoax.

1957: Spaghetti grows on trees

Leave it to the Brits to concoct one of history's most memorable April Fools' Day pranks. On April 1, 1957, the BBC aired a segment in which a Swiss farming family harvested long strands of pasta from their spaghetti trees. In England at that time, Spaghetti was still an exotic delicacy with mysterious origins, so many viewers bought the report hook, line and sinker. Some even called in to ask how to grow spaghetti trees of their own. The BBC reportedly suggested, "Place a sprig of spaghetti in a tin of tomato sauce and hope for the best."



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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1962: Swedish televisions don pantyhose

On April 1, 1962, a supposed technical expert for Sweden's one and only television channel made an exciting announcement. By stretching out a pair of nylon stockings and taping it over their screens, he reported, viewers could watch the usual black-and-white broadcast in stunning color. Television owners rushed to implement the astonishingly simple hack, only to be disappointed when the hose did nothing but obscure the picture. Regular color programming would eventually debut in Sweden on April 1, 1970.

1972: The Loch Ness Monster surfaces

Very few April Fools' Days go by without some Nessie-related hoax, but in 1972 a widely published photograph convinced many that Loch Ness' elusive dweller had finally made an appearance—sadly, dead rather than alive. It turned out that a prankster from Yorkshire's Flamingo Park Zoo had dumped the body of a bull elephant seal in the lake. He had only intended to play a joke on his coworkers, but the "news" quickly went viral.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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April 1, 2013 By Jennie Cohen | www.history.com

1976: Gravity takes a hiatus

On April 1, 1976, the BBC pulled off yet another of its many April Fools' Day pranks. Astronomer Sir Patrick Moore told listeners that at 9:47 a.m. that day, the temporary alignment of Pluto and Jupiter would cause a reduction in Earth's gravity, allowing people to briefly levitate. Sure enough, at 9:48, hundreds of enthralled callers flooded the lines with reports that they had floated in the air.

1992: Richard Nixon makes a comeback

Tricky Dick running for president—again? That's what National Public Radio's "Talk of the Nation" program revealed on April 1, 1992. The segment even included a clip in which the disgraced politician intoned, "I never did anything wrong, and I won't do it again." As outraged listeners called in to express their dismay, the station admitted the announcement was a hoax. Comedian Rich Little, known for his spot-on impression of the 37th president, had played the role of Nixon.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

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1998: Lefties get their own burger

In a full-page advertisement in *USA Today*, Burger King unveiled a new menu item specifically engineered for southpaws: the *Left-Handed Whopper*. According to the fast food chain, the burger's condiments were rotated 180 degrees to better suit the 1.4 million lefties who patronized its restaurants. Thousands of customers requested the new burger, swallowing an April Fools' Day whopper as they ordered their Whopper.

2000: People Google with their minds

Now famous for its annual hoaxes, Google played its first April Fools' Day prank in 2000. Visitors to the search engine's website learned about a new "MentalPlex" technology that supposedly read people's minds, thereby bypassing the need to type in a query. Google has orchestrated an increasing number of elaborate ruses in the years since, announcing such products and features as Google Nose, Gmail Motion and PigeonRank.



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Jalapeno Popper Grilled Cheese



April is
National
Grilled
Cheese
Month

About this
Recipe

Yield: 2
Sandwiches

Laurie
McNamara
August 15,
2011 |
www.simplyscratched.com

Ingredients

- 4 large Jalapeno Peppers
- 3-4 ounces Cream Cheese, softened
- 4-5 Green Onions, minced
- Black Pepper, to taste
- 4 slices Colby Jack or Cheddar Cheese
- 4 slices Sourdough Bread
- Butter

Directions

1. On a hot grill {or in your oven cranked to 450}, char the jalapenos... about 10-15 minutes.
2. Place charred jalapenos in a bag to steam. After about 10 minutes, gently peel off the skin. Slice off the tops and discard. Slice down one side of the pepper and carefully remove the seed and ribs of the pepper.
3. Preheat griddle to 375 degrees. Next combine the cream cheese, minced green onion and black pepper in a small bowl. Spread desired amount of cream cheese on one slice of bread then layer jalapeno's and cheese. Butter outer slices and griddle until golden and crispy.

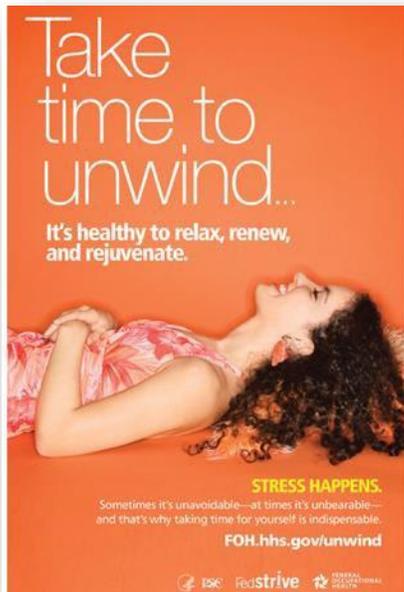
* Always wear gloves while handling jalapenos or any spicy peppers.



The Trueman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13



TOPIC OF THE MONTH

Stress Awareness

For More Information:

www.foh.hhs.gov/calendar

IN THE SPOTLIGHT - WEBINAR



TOPIC OF THE MONTH:

Coping with Stress

VISIT: www.foh4you.com

Topic Highlights:

- *Developing stress resiliency
- *Importance of stress management
- *Techniques and practical methods for situational stress



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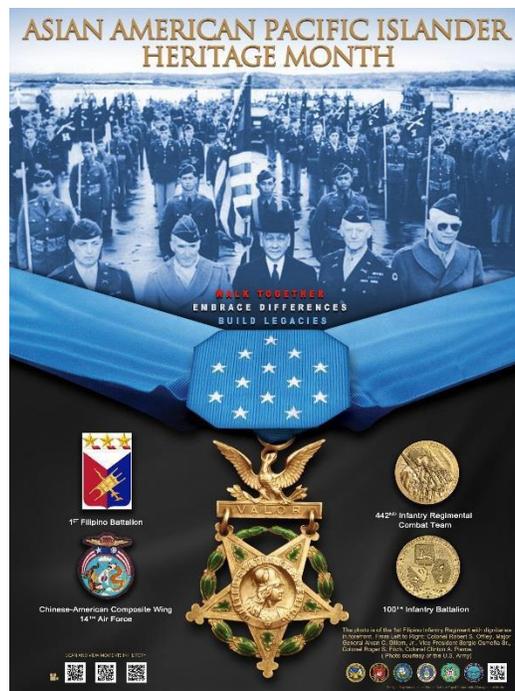
Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Coming Next Month

Holocaust Remembrance Day 5 May 2016

Days of Remembrance 1-8 May 2016



Asian American and Pacific Islander Heritage Month May 2016



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

April 2016 Issue 13

Contact SGT
Desiree
Robinson to help
contribute to
this newsletter

desiree.n.robinson2@mail.mil

573-638-9500 x
39788



*Note: The MOARNG and the EO/EEO Office does not officially endorse any particular business or event. The articles provided are for informative purposes only.

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We want

- To hear **your** ideas
- See **your** articles
- Know about **your** community events
- Learn how Diversity plays a role in **your** life in and outside of the Guard



KNOW YOUR EO

JFHQ EO/EEO STAFF

MAJ DEBORAH SMITH
STATE EQUAL EMPLOYMENT MANAGER (SEEM)

TSGT MIKE MARSDEN
EO/EEO SPECIALIST

SGT DESIREE ROBINSON
EO/EEO ASSISTANT

HHD, JFHQ EO STAFF

LTC ALAN ROHLFING
HR/EO OFFICER

MSG PAUL BOOTH
EQUAL OPPORTUNITY
ADVISOR (EOA) 30