



US Army Corps  
of Engineers®  
St. Paul District

# Crosscurrents

Vol. 21, No. 12

December 1998

Strategic Vision: *Invest in People and Reshape Culture*

## Training workshops, theater, keynote speakers and comedy become passports to diversity

By Peter Verstegen  
Public Affairs specialist

Nearly 58 percent of those who work in the downtown St. Paul District office attended the district's ninth Diversity Appreciation Week (DAW), Nov. 17-20, 1998. Employees from selected field sites also attended.

Robert Terry, Ph.D., and president of the Terry Group, kicked off the DAW with a keynote address in the Jerome Hill Theater on Tuesday, Nov. 17. His keynote was one of 15 events organized around the theme "Passport To Our Changing World."

Terry focused on unity and diversity. He used humor and story to engage Corps employees in understanding how unity and diversity can enrich or tear at personal relationships.

Following the keynote, six DAW workshops fulfilled Consideration of Others training requirements. Consideration of Others includes actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's behavior on others. It includes being supportive and fair with others.

In addition, the Special Emphasis Program Disability Subcommittee offered individuals an opportunity to experience life from a wheelchair, to communicate using a TTY device, and to work without use of eye sight. More on DAW, pages 3-5.

## Passport To Our Changing World

Diversity Appreciation Week

November 17-20, 1998



Graphic by Jason Tieszen and Anna Wetterling

Strategic Vision: *Satisfy the Customer***EMP islands at Stoddard Bay now have names**

By Peter Versteegen  
Public Affairs Specialist

Islands in the Environmental Management Program (EMP) in the Mississippi River off Stoddard, Wis., now have names.

This September the U.S. Fish and Wildlife Service (USF&W) sponsored an island-naming contest for islands created by the Corps as part of the EMP. The Corps and USF&W are partners on the EMP project. The project is in the Upper Mississippi River National Wildlife and Fish Refuge which is managed by USF&W.

Lisa Lund (front right in the photo) participated as one of six judges in naming the islands.

Lund works out of the district's resident office in La Crosse, Wis., and is a project engineer on the EMP project.

The judges came from public and private agencies that had river-related missions. The judges assigned the winning names to five main islands and eight seed islands. Seed islands are small rock structures designed to assist the formation of islands through natural river processes.

The names of the five main islands are: Eagle, Greenwing, Sunfish, Pasque and Slingshot. The names of the seed islands are Mussel, Pelican, Tadpole, Otter, Redwing, Crane, Sunset, and Mudcat. "We had students and



Photo by Mary Stefanski, USF&W

residents of Stoddard and La Crosse send in names," said Lund. "The event was advertised in the newspaper. We had 64 submittals."

Winners received a certificate stating that a name they submitted was chosen.

**Tips to keep the home fires burning safely**

By Ron Scott Safety Office

According to the National Fire Protection Association, home fires cause more than 4,000 deaths and tens of thousands of injuries each year in the United States.

Fireplaces, stoves and electric heaters cause many of these incidents.

Any fuel-burning system should be serviced by a professional at the beginning of the heating system (right now) to make sure that all systems are operating properly. The damper, vents and chimney should be checked regularly to ensure proper operation. And always keep a fire extinguisher handy wherever there is a risk of fire. Here are a few suggestions for keeping the home fires burning safely.

**Wood-burning fireplaces**

- Burn only wood. Paper or pine boughs can float out of the chimney and ignite your roof or a neighboring home. Also, plastic, charcoal or styrofoam can produce toxic gases.
- Always use a sturdy fireplace screen when the fireplace is in use to prevent sparks from entering the living area.
- Never close the damper with hot ashes in the fireplace and be sure the fire is out before retiring for the evening.

**Stoves: wood or gas**

- Be sure the stove bears the label of a recognized testing laboratory such as Underwriters Lab, and that it meets National Fire Protection Association and local fire codes.
- Follow the manufacturer's

recommendations for proper installation, use and maintenance.

- Periodically inspect and clean the chimney connections and flues.
- Never use a gas range or an oven to heat your home. Any unvented, fuel-burning appliance is capable of producing deadly levels of carbon monoxide.
- Wood-burning stoves may be prohibited in your area. Check with the local fire department and local officials before installing a wood stove.

**Electric heaters**

- Maintain at least three feet of clearance around any heater.
- Never leave an operating heater unattended, especially near children and pets.
- Clean off dust and dirt prior to use and replace faulty wiring.

## DAW activities focus on 'Unity and Diversity'



Photos by Jon Lyman

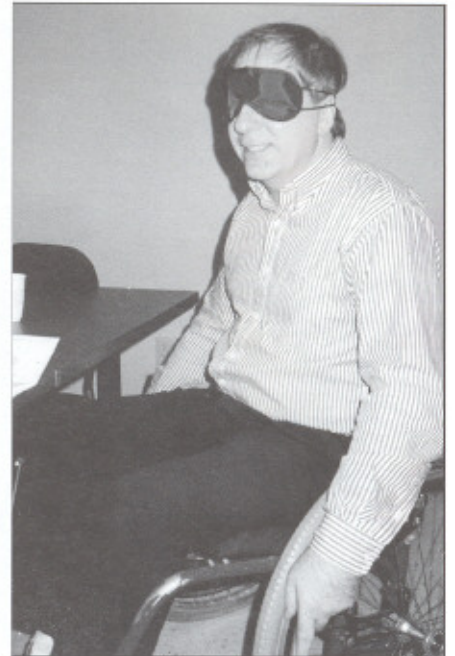
Marianne Price (top) and Mark Nelson introduced the opening session of Diversity Appreciation Week (DAW) at the Jerome Hill Theater in St. Paul. Nelson, chief of Real Estate Division, is chairperson of the Diversity Subcommittee of the Special Emphasis Program Committee. Price is the Equal Employment Opportunity officer for the St. Paul District.



Stamped passports allowed DAW participants to accumulate "passport points" and win prizes. The above photos were taken at opening session on Nov. 17

## DAW program includes disability awareness

The Disability Subcommittee of the Special Emphasis Program Committee coordinated disability awareness events for DAW. Participants earned passport points for using a wheelchair for two hours, for learning how the deaf communicate by using a TTY device, and for experiencing blindness during lunch break. At right, committee members Donna Kell and Joe Skupa demonstrate these challenges. Below, Georgia Stanonik teaches Ed Bankston how to use the TTY. Bottom right, temporary blindness challenged Llyana Tackaberry (left) and Stephanie Dupey (seated).



Photos by Peter Verstegen





Above photo by Peter Verstegen, photos at right and below by Jon Lyman

## Workshops and comedy provided insights to promotion, discrimination, aging, gender issues

DAW offered a variety of training workshops (above) to fulfill the four-hour Consideration of Others training requirement. Comedian Merrilyn Belgum (at right and below) ended DAW in the Jerome Hill Theater with a laughter-filled hour. Thirteen years ago, Bergum gave up a 41-year career as a social worker to become a comedian. Mixed Blood Theater presented "We are family," and Illusion Theater offered "Undesirable Elements." A filmfest during the noon hour highlighted gender issues.



## Bits and Pieces

### Army website offers information on resorts

Information on Army recreation accommodations, including Shades of Green at Disney World in Orlando, Fla., and recreation centers in Europe, Hawaii and Korea are listed at <http://trol.redstone.army.mil/mwr/afrcs/>. The site is operated by the Armed Forces Recreation Centers (AFRCs). Their mission is to provide rest, relaxation, recreation, and sustainment for Army personnel, their families, and other members of the total defense force. AFRCs support readiness, retention, and quality of life.

The AFRCs serve as Joint Services facilities and exist to offer affordable resort-style accommodations for service members and other authorized users (such as active-duty military retirees, currently employed and retired Department of Defense civilians, reservists, delayed entry

recruits, and family members).

The AFRCs are totally self-supporting and fully operated with non-appropriated funds (not taxpayer dollars).

### District resumes work at Stillwater

Beginning November 17 the district started to move and place approximately 35,000 tons of soil at the levee rehabilitation project in Stillwater, Minn. The objective is to add weight to the existing ground and to compress and stabilize the underlying soils. The compression will minimize future settlement when permanent features are constructed. The site is just north of the Stillwater bridge.

Scheduled completion is Dec. 31, 1998. The soil stabilization is a prerequisite to Stage 2 construction, which continues previously completed work.

This phase of the project includes temporary relocation of

existing storm sewers. The 35,000 tons of soil includes the remains of the 1997 flood emergency dike, which have been piled at the north end of Lowell Park. This quantity is estimated at 20 to 25 percent of the total needs for this phase. More dirt will come from a pit north of Stillwater.

### Revamping CMR benchmarks

Russ Williams, chief of Resource Management, is coordinating an effort to inform division and office chiefs in the St. Paul District about an initiative by Chief of Engineers Lt. Gen. Joe N. Ballard to revamp the Command Management Review. The initiative is based upon an approach called "The Balanced Scorecard," by authors Robert S. Kaplan and David P. Norton. "These authors suggest a four-pronged approach to organization performance and growth rather than the traditional singular emphasis on financial performance," said Williams. The four major areas are:

- Financial perspective;
- Customer perspective;
- Internal business process perspective; and
- Learning and growth perspective.

"I am these initiatives impact the way we do business in the future," said Williams. For more information see the web site at <http://www.HBSP.Harvard.edu>.



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*Crosscurrents* is an unofficial publication, authorized under the provisions of AR 360-81. It is published monthly by offset for the St. Paul District, U.S. Army Corps of Engineers.

Editorial views and opinions are not necessarily those of the Corps of Engineers, nor of the Department of the Army.

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