

The Challenge

Sierra Army Depot, Herlong, Calif.

February 2009

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Army implements new initiatives and reorganizes existing programs committed to Sexual Harassment/Assault Prevention and Response

By Lt. Col. George Wright
Media Relations Division, OCPA

- Service eyes stamping out sexual harassment/sexual assault and becoming national leader for prevention and response programs

WASHINGTON - In its ongoing efforts to stamp out sexual harassment and sexual assault, the Army has begun implementation of new initiatives and reorganization of its sexual harassment/sexual assault prevention programs.

Headquarters, Department of the Army has combined the Army's prevention of sexual harassment missions with the Sexual Assault Prevention and Response Program, which are now under the Army Sexual Harassment/Assault Prevention and Response (SHAPR) Office. The SHAPR Office will begin distributing "I. A.M. Strong"(Intervene, Act, Motivate) sexual assault prevention information kits to all Army commanders, down to the battalion level, at the end of the month.

The Army's Judge Advocate General Corps will hire seven experts to conduct four new Sexual Assault Advocacy Courses during which trial attorneys will receive training in sexual assault litigation. The JAG Corps also will hire 15 special victim prosecutors to serve the largest jurisdictions in the Army.

Likewise, the US Army Criminal Investigation Command (CID) will hire seven experts to develop and conduct assistance visits and training on sensitive, complex sexual assault cases for the U.S. Army. CID also is requesting more than 30 special civilian investigators to operate special victim units at those installations with higher occurrences of sexual assaults.

"The Army's Criminal Investigation Command will be hiring seven experts in investigating sexual assaults and assigning them at CID Headquarters, the Military Police School, and one for each CID Group Command and at the Criminal Investigation Laboratory," said Col. Eric Belcher with the Army's CID.

These steps build on the actions already taken in Fiscal Year 2008, when the Army initiated a comprehensive prevention campaign and strat-

egy focused on leaders establishing a positive command climate geared towards encouraging Soldiers to intervene, and not tolerate behavior that if left unchecked, could lead to the crime of sexual assault.

"We launched this campaign to rid the Army of this crime and make our sexual assault prevention program a model for the nation," said Lt. Gen. Michael Rochelle, Army Deputy Chief of Staff, G-1 (Personnel). "This is just one step of many to commit Army resources to this effort and to emphasize that the Army is a values-based culture

Army's program the national model for prevention. The efforts to increase JAGC and CID resources underscore the Army's commitment to its sexual assault prevention and response program.

"Sexual assault is a crime that is repugnant to the core values that define our Army," said Secretary of the Army Pete Geren. "It is a Soldier's duty to protect his fellow Soldier from harm - on the battlefield, in the barracks, on-post or off."

"We are in the first phase of the prevention campaign - leadership commitment to the new campaign," Geren said. "Education and training will follow. It will ensure that Soldiers understand their moral responsibility to intervene, stop sexual assault and sexual harassment, and protect their comrades," Geren added.

"Our ultimate goal is an Army culture that drives the twin crimes of sexual assault and harassment from our Army. The final phase will grow and sustain the program through engagement and program refinement. Our goal is to eliminate sexual harassment and sexual assault from the Army and to make the Army sexual assault prevention program a model for the rest of the nation," he said.

The intent of the "I. A.M. Strong"(Intervene, Act, Motivate) kits is to provide commanders materials that promote Soldier awareness of the I. A.M. Strong campaign and that promote the prevention of sexual harassment and sexual assault. The kits will be distributed down to the battalion level, and will contain a Commander's Guide, Leader's How-To Guide, brochures and touch cards for each Soldier, a DVD, posters, and banners. After the initial distribution of kits is completed, commanders will be able to order replacement kit items through an on-demand replenishment Web site.

Additionally, throughout 2009, Army commands at all levels will be launching their own I. A.M. Strong sexual assault prevention and response programs and undergoing gender relations training at key locations, all aimed at empowering personnel to intervene to stop this

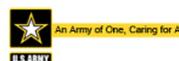
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Sexual Assault is incompatible with Army Values and the Warrior Ethos



The Army's Sexual Assault Prevention and Response Program (SAPRP)

For more information or to report an incident,
contact your local Sexual Assault Response
Coordinator (SARC) at: 4414



where sexual harassment and sexual assault have no place."

In September, the Army held a sexual assault prevention summit to introduce senior leaders and their sexual assault program managers to a new campaign to prevent sexual assaults and make the

Commander's View

Congratulations to all of you who recently received safe driving awards. Thanks for ensuring your own safety as well as taking proper care of our vehicles. You set the example for us all.

We kicked off our Voluntary Protection Campaign (VPP) this month with great success. It will take the efforts of each employee and leader on the depot to gain VPP star status. The VPP program is the industry standard and follows all the OSHA guidelines. We are making the commitment to achieve STAR Status for the depot within the next 2 years.

We are expanding our efforts to achieve International Organization for Standardization (ISO). This month consultants will assist our quality in preparing to achieve ISO registration for Garrison Operations (9000:2001) and Environmental Services (14001:2004). On our current timeline, we will achieve our registration under these two stan-



Lt. Col. Lee H. Schiller, Jr.

dards by 31 July 2009. This is well in advance of the deadline in Executive Order 13423, which requires all depots to be ISO 14001-compliant by January 2010.

If you haven't noticed, there is a new building across the street from the Fire Department. The new facility is our new Child Development

Center (CDC) and construction is progressing at a rapid rate. CYS Services has begun to hire personnel to staff the facility. If you have children between the ages of 0-5, I encourage you to register them now. There is a waiting list, and the CDC is scheduled to open this summer. Call CYS at 4696 for more information.

This month we celebrate African American/Black History month. Take time to reflect on the outstanding contributions African-Americans have made in service to our country. We also celebrate President's day this month and the great accomplishments of all those who have served in the office. Enjoy the holiday and be safe.

**Pride
In
Excellence!**

New Hires at SIAD

The following are new employees that have joined the team since last month:

- Lorinda Allen
- John Anderson
- Bryan Babcock
- Anita Bagby
- Lawrence Baillie
- Jerry Beckett
- Paden Child
- Crystal Clark
- Irene Crowley
- Adam Danes
- Matthew Davis
- Michelle Day
- Stephen Deuel
- Ron Dupraz
- Randy Ebert
- Carrie Evans
- William Farhat
- Michelle Fauls
- Joseph Fitzpatrick
- Robert French
- Lindsay Grubbs
- Jose Gualda
- Crystal Hall
- Kenneth Hayes
- Alfie Haywood
- Charles Hetrick
- April Hudson
- James Jackson
- Richard Jackson
- Jaron Kirkpatrick
- Daniel Marquez
- Bernadette Martinez
- Martin Martinez
- Ryan Matthews
- Starla Melton
- Jose Noyes
- Donald Price
- Raul Rodriguez
- Glenn Sargent

See NEW Page 3

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Celebrating Diversity in the Army: African American History Month

"Those who have no record of what their forebears have accomplished lose the inspiration which comes from the teaching of biography and history."

— Dr. Carter G. Woodson

February is National African American History Month — an opportunity to reflect on the many accomplishments of African-American Soldiers, Families, and Civilians who have served our great Nation for over 200 years.

Today, we are Army Strong because we leverage and draw strength from the rich diversity within our ranks. At a crucial time in our Nation's history, African-Americans — military and civilian — are playing critical roles in protecting our Nation against the global, extremist terrorist network that attacked us on September 11, 2001.

America's Army is the best in the world at what it does. By respecting and leveraging our different backgrounds and experiences, perspectives and attitudes, skills and problem-solving capabilities, we will continue to meet the challenges of an uncertain future. We learn from our past and aspire to a better future. As General (Retired) Colin Powell said last year at the 60th Anniversary of President Truman's order to integrate the military:

Let's not rest on our laurels as long as there is one kid out there who grows up wondering, 'can I dream in America? Can I get to the very top?' The answer has to be, yes you can.

Kenneth O. Preston
 Sergeant Major of the Army

George W. Casey, Jr.
 General, United States Army
 Chief of Staff

Pete Geren
 Secretary of the Army

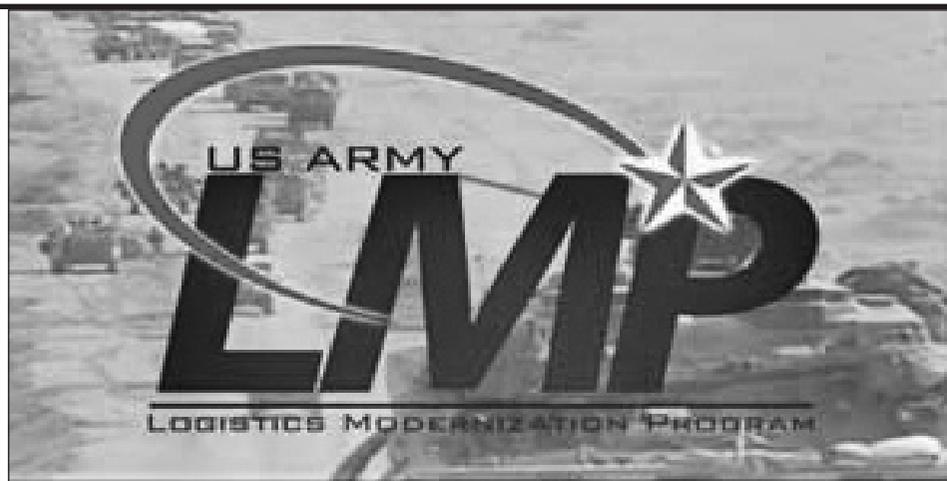
President's Day

SHAPR From Page 1

crime before it starts.

For more information on the Army's Sexual Assault Prevention and Response Program, visit <http://www.preventsexualassault.army.mil>.





The Sierra LMP Beat

By SIAD LMP Team

We at Sierra Army Depot have been hearing about LMP (Logistics Modernization Program) for several years. As we have reported in the Challenge several times the deployment process is in full gear. LMP is an Enterprise Resource Planning business solution which will allow Sierra to more efficiently control everything from planning through distribution of materials to the War fighter and our customers. The potential efficiencies of LMP can reduce procurement lead times, on hand inventories, and improve throughput. This is another tool in the LEAN toolbox.

Most recently, Computer Sciences Corporation (CSC), the supplier of Logistics Modernization Program (LMP), has teamed with TACOM to jointly implement the Logistics Modernization Program third deployment at several TACOM depots and other locations. They are: Red River Army Depot (RRAD), Aniston Army Depot (ANAD), Life Cycle Material Command (LCMC) and Integrated Logistics Support Center (ILSC), TACOM HQ – Warren, TACOM Rock Island Arsenal ILSC combined with Joint Manufacturing and Technology Center (JMTC), Watervliet Arsenal (WVA), and Sierra Army Depot (SIAD).

A Liaison Officer (LNO) is assigned to assist each of the above identified organizations in the de-

ployment of LMP. There will be additional team members from CSC added throughout the deployment process and overall implementation. Some of the main functions of the LNO are:

- Act as liaison between the site LMP Team and Team LMP.
- Respond to questions from both the Depot and Team LMP
- Maintain knowledge of the LMP activities and act as the conduit between LMP in Marlton, NJ and the Depot; fully understand the Depot's mission, products and business processes.
- Able to describe this to Team LMP and help site LMP Team assess how LMP will impact the site; in conjunction with representatives from the site LMP Team, facilitate, and coordinate installation activities required to support Team LMP deployment.
- Assist Depot with development of the site level implementation plan. Each installation will manage their site plan.

The LNO representative for Sierra is Tom Mitchell. Please welcome Tom. He will be meeting with many of you during the next many months to obtain your business knowledge and understand current Depot established lean/business processes. The goal is to provide the customer, the War fighter, the equipment they need when they need it; reduce on-hand inventories (increasing cash flow); and make SIAD the Depot of choice

for new business.

Selected personnel from Sierra started The Association for Operations Management (APICS) education a couple of months ago. They have completed two out of five modules. They will start their fifth module in Feb. 2009. Once completed, personnel will possess a basic knowledge of Operations Management disciplines necessary for transitioning to a LMP solution. Additionally, these courses are prerequisites to APICS Certified Production and Inventory Management (CPIM). The CPIM program covers essential terminology, concepts, and strategies related to demand management, procurement and supplier planning, material requirements planning, capacity requirements planning, sales and operations planning, master scheduling, performance measurements, supplier relationships, quality control, and continuous improvement.

The five modules are listed below:

Basics of Supply Chain Management covers basic concepts in managing the complete flow of materials in a supply chain.

Master Planning of Resources explores sales and operations planning processes used to develop production plans and forecasting requirements.

Detailed Scheduling and Planning examines on the various techniques for material and capacity scheduling.

Execution and Control of Operations focuses on the areas of prioritizing and sequencing work, executing work plans and implementing controls, reporting activity results, and providing feedback on performance.

Strategic Management of Resources explores the relationship of existing and emerging processes and technologies to manufacturing strategy and supply chain-related functions.

Lean Rotation Program, eye opener

By Richard Preheim
Powered System Support
Mechanic

I learned a lot in the Lean Rotation Program from applying Lean tools to interacting with different personalities. I was able to meet many of my fellow employees that I had seen before and some that I had only heard about. I was able to meet and speak with the Commander and get a better understanding of how important the Lean process is to this base and the Army as a whole.

The lean rotation program has been an eye opener for me, after spending most of my working career in a mechanical repair environment. I did not know that much about the shipping and storage aspects of industry. After being in this rotation program, I feel that I gained a basic knowledge of these areas through the Lean events that I helped facilitate in the past six months. I now understand some of the barriers and roadblocks in the parts ordering and receiving processes for the projects that I have worked on.

I feel that this program would benefit everybody on this Depot from the general support helper to the division chief. I say this because in my time in the program, I was able to see a breakdown in the communication and understanding between management and the work force when it came to looking at a problem or a process. Often these issues can be solved with Lean thinking. In my observation, this would help in the buy-in of the Lean program by depot employees all levels.

Commander's Open Door Policy/ Hotline Number

The Commander, in conjunction with the Deputy Commander, is always available to help solve problems; as such, the door to the Command Group is always open. However, the employee should first attempt to resolve any issue with the first-line supervisor or through the regular chain of command. The complete SIAD Policy No. 1-1 is posted on Official Bulletin Boards throughout the depot. The Command hotline number, 4249, though not intended to take the place of the chain-of-command, is available to you 24/7

NEW From Page 2

Charles Shaffer
Cindy Thomas
Rhonda Tolen
Thomas Wall
Rubinose Wright
Arnold Young

Safe Driver Awards



AJ1



Directorate of Public Works



Fire Department



Motor Pool

Employee Recognition



Combined Federal Campaign Keypersons



George Ray - 40 years
Length of Service Award



Mark Vandenburg
Commander's Achievement Award

New Equal Employment Opportunity Manager at Sierra

Motto: If You're Not Part of the Solution, Do Not Be Part of the Problem!

By Lynette Hall
EEO Manager

As the New EEO Manager for Sierra, I ask that you join and assist me to create and maintain an environment that reflects the diversity of today's society, and ensure a friendly workplace free of discrimination, harassment (sexual and non-sexual), and retaliation.

The EEO program mission is to ensure equal opportunity in all aspects of employment for civilian employees. The Commander is responsible for the EEO Program and is held accountable for the success or failure. Managers/supervisors at all levels are responsible for certain aspects of the program. Each employee should be proactive in helping to prevent and eliminate workplace barriers that may hinder the goal of a diverse workplace, by participating in mentoring career development programs, attending and/or participating in and serving on special emphasis EEO/Diversity programs and Committees and participating in other innovative and empowering activities, both at work and in your community, such as:

- Civilian EEO Programs
- Affirmative Employment Programs (AEP)
- Special Emphasis Programs (SEP)
- Training Programs for EEO, AEP, Diversity, Prevention of Sexual Harassment (POSH), Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act
- Community Outreach Programs
- EEO Awards Programs

The EEO Office will implement plans and programs designed to meet DOD, Army and locally

established goals and objectives to ensure that equal opportunity is a "way of life" for all employees at Sierra Army Depot. The EEO office is here to assist and advise any employee on discrimination issues. Through our words and actions, we should all work to guarantee that no Federal Laws are broken prohibiting discrimination based on race, color, national origin, sex, religion, age, disability, sexual orientation, marital or familial status, political beliefs, and parental status.

While diversity takes in many aspects of our lives, it positively impacts the services at Sierra. Employees should feel comfortable in stating their opinions and ideas, and are encouraged to seek assistance, and discuss their EEO issues and concerns with their supervisors and managers. As the EEO Manager I will strive for resolution at the lowest possible level. I ask each Depot employee to please afford your Chain of Command the opportunity to resolve your issues before contacting my office. Sierra encourages and offers various techniques for alternative dispute resolution, i.e., mediation, facilitation, and team building to settle disputes at the earliest stage of conflict to resolve issues and concerns as quickly as possible. It is often difficult to prove discrimination, especially if it is an isolated incident and just your word against theirs. If you do feel you were discriminated against in an illegal way, please contact my office at (530) 827-4414.

I trust that all Sierra employees will join me in the commitment to fulfilling the EEO and Sierra's mission together. I look forward to seeing you out in the worksites. Thank you!



African American employee fulfills dream

By Lori McDonald
Public Affairs Officer/Editor

Growing up in a small community did not stop one African American employee from becoming successful in a career that has been a lifetime dream.

Ms. Lynette Hall, was born and raised in the community of Herlong, Calif., just outside Sierra Army Depot's front gate. She is the proud daughter of the late Acie Hall and Retha Hall, both whom retired from the depot after more than a combined total of 50 years of federal service.

It was no surprise that after being around the military her entire life, Ms. Hall would chose to go work for the government. However, it was not the Army where her career began in 1986, but with the Forest Service. In 1989, not only did Ms. Hall see the threat of a potential lay-off with the Forest Service due to budget shortages, but she was ready to start getting serious about her career and knew there was greater potential for upward mobility at Sierra Army Depot. So she submitted her application and was hired as an Office Automation Clerk, GS-04.

Ms. Hall knew that in order to move up the chain, she would also need be flexible and willing to apply for positions in other organizations on depot. She was promoted to a director's secretary and kept climbing the ladder one step at a time, until her recent promotion to Equal Employment Officer.

Ms. Hall has always had the desire to fulfill a dream where she is working with people; as the new

EEO Manager she will be able to accomplish that. Ms. Hall is currently working on her bachelor's degree toward the human resource curriculum. In just the short time Ms. Hall has been in her current position, the one thing she has noticed and that is everyone has an opinion and that opinion should not consume you to where you have tunnel vision. She said that people need to have an open mind in their day to day operations. Don't always think you are right because no one is perfect.

Ms. Hall's greatest accomplishment as a federal employee is being able to work with people. She has been fortunate enough to work with both the military and civilians, but received the most gratifying accomplishment when she interacted with the military during the earlier part of her career.

When Ms. Hall is away from work, her lifestyle continues to be extremely busy. She is very involved with her church. Not only is she the minister of music for her church, but the music director with the Progressive District of Baptist Association for Northern Nevada and Northern California. Ms. Hall is also called upon within the community to perform at numerous events.

Ms. Hall has three grown children, with her youngest currently working at Sierra Army Depot.

Ms. Hall did follow her dream to be able to work with people in a successful career. She is just one of the many successful African Americans employed at Sierra Army Depot.



CYS Monthly Update

Child Development Center (CDC) Update

The CDC construction is on going and going well. The projected opening is planned for May 2009. Sierra's CDC will be a 60 capacity building for ages 4 weeks to 5 years. If you have a child within that age range and are in need of care, please contact us or come by our Central Enrollment Office (827-4696, Bldg 145 Nevada St.).

CYS Services will also be recruiting for individuals who are interested in a career within Early Childhood Education. If you or anyone you know has a love and interest in working with young children we encourage you to apply. Positions will be posted and available in the near future.

Sports, Fitness and Health Update

CYS Services/Lassen Youth Basketball has started another season! Two girl's teams (4/6th and 7/8th grade) will practice at CYS Services every Wednesday and Friday. Games will be held at our Herlong Highschool gym and areas within Susanville. Please contact CYS Services if you have any questions.

Youth Services Update

On December 16th, three CYS Services members received Student of the Month awards given by Susanville's Soroptimist Club. Reanna Retterath, Yesina Rameriz, and Andrea Owen received a \$50.00 check at a recognition luncheon held

at the Diamond Mountain Casino in Susanville. Being chosen for Student of the Month also enters them in a process to be selected for Student of the Year where recipient would receive a \$1,000 scholarship. Reanna, Yesnia and Andrea were chosen for student of month after completing an application process that was based on GPA and overall student merit. Soroptimist is an international organization which strives to improve the lives of women and girls in local communities.

The entire CYS Services Family would like to congratulate these girls for an outstanding job well done!

School Age Services Update:

SAS will begin their amazing adventure with The Ultimate Journey. The Ultimate Journey is a Boys and Girls Club of America initiative that introduces young minds to the natural world around them. They will be conducting a variety of creative projects which will help them become more proficient in science and math. This program is also designed to build the child's own personal sense of power and influence.

CYS Services in conjunction with Fort Sage School will be focusing on Character Counts!, which is a widely implemented process to character education. Character Counts is based on The Six Pillars of Character: Trustworthiness, Respect, Responsibility, Fairness, Caring and Citizenship. Please talk to your child about what they have been learning in regards to these basic values.

MWR Services

Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday through Thursday, 6:30 a.m. to 5:00 p.m., Thursdays until the last customer leaves. It is also equipped to cater large or small events.

Call the manager at 827-4662 or email: skedaddle.inn@sierra.army.mil. Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

Sierra Lodge/Guest House

Call the depot lodging manager, 827-4154, or email: skedaddle.inn@sierra.army.mil for information. Room rates are \$50.00 - \$60.00 per person.

Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. Call 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m.

Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m. Open Friday, 11:00 a.m. to 5:00 p.m., Saturday, Sunday from 11:00 a.m. to 2:00 p.m. There is no charge for general use for military and depot personnel; however, all patrons

must fill out a SIAD Form 1180 that is available at the Fitness Center. Use of the Racquetball Courts is only \$3.00 per hour.

Information, Travel and Reservation (ITR) is available at the Physical Fitness Center. For more information call 827-4655 or email raul.granados@us.army.mil.

Outdoor and Equipment Rental

A safety class is no longer required to rent ATVs. For information call the fitness center during regular gym hours for fall and winter equipment availability at 827-4655.

Laundromat

Open daily, 6:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5:00 p.m. Call 827-4504 or email christopher.long@us.army.mil to schedule a pick up or service.

MWR Office

The Administrative Assistant can be reached at (530) 827-4497 or kathleen.ohern@us.army.mil, Monday through Thursday, 6:30 a.m. until 5:00 p.m. Business Office is (530) 827-4178 or (530) 827-4609.

FY09 Sierra Army Depot Training Schedule

FY09 SIAD Mandatory Training	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Course Bldg 74								
Prevention of Sexual Harassment (POSH) 0930-1130	CNX	8 & 17	7 & 21	5 & 19	2 & 16	7 & 21	4 & 18	1 & 15
Drug Awareness Training 1230-1630	10 & 24	10 & 24	14 & 28	12 & 26	9 & 23	14 & 28	11 & 25	8 & 22
Security Awareness Training 0730-1130	5 & 19	5 & 19	2 & 16	7 & 21	4 & 18	2 & 16	8 & 20	3 & 17
Information Assurance (On-line) TBA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

FY08 SIAD Job Related Mandatory Training	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Course								
HAZCOM Training Bldg 74	TBA	18	15	20	17	15	19	16
HAZWOPER Training Bldg 74	N/A	N/A	N/A	11-21	N/A	N/A	N/A	N/A
ABESTOS Training Bldg 74	N/A	N/A	N/A	N/A	N/A	N/A	N/A	TBA
FORKLIFT Training Bldg 53	TBA	TBA	TBA	TBA	TBA	TBA	TBA	TBA

Instructions/Legend

Course coordination/enrollment/participation is handled by the Organizational Training POCs.

Organizational Training POC

Joann Davis, Mission Operation, 4505/4446, Joann.L.Davis@conus.army.mil

Babe Fain, Garrison/Special Staff, 4800, Babe.Fain@conus.army.mil

Debra Preuett, Mission Support, 5226, Debra.Preuett@conus.army.mil

Bob Picco, 4204, SIAD Civilian Training Coordinator, Robert.Picco@conus.army.mil

Mandatory Program Managers/Instructors

Lynette Hall, POSH, 4414, lynette.hall1@conus.army.mil

George Mongar, Drug Awareness, 4190 or 775-830-9752, george.mongar@conus.army.mil

Kenneth Griechen, Security Awareness, 4463, Kenneth.Griechen@conus.army.mil

Stephen Guasp, Information Assurance, 4822 or (775) 771-3120, stephen.guasp@conus.army.mil



New Reno Vanpool Available



Tired of driving, want to catch a few extra minutes of rest and relaxation – the new vanpool from Reno beginning on 2 March is just for you. Contact Keilan Jones at extension 4193 to reserve your seat.

ON CYBER PATROL



Keep Your System Vehicles Inspected

Making sure your computer system satisfactorily goes through Information Assurance (IA) Certification and Accreditation (C&A) is the same as getting your car inspected. It ensures your system meets the official minimum security and IA maintenance standards. It also prevents equipment failures, and crashes, on the vital and very congested Army information superhighway, the LandWarNet.

C&A builds availability, integrity and confidentiality into every Army system. It ensures the Army's LandWarNet is a reliable and formidable tool for the Warfighter. By eliminating security weaknesses upfront, the system can get into the fight better, faster and with less chance of shutting down or becoming dangerous for its users due to security breaches.

The C&A process is a logical step-by-step progression of tasks. This means it does not work well if a system owner jumps into step three at the last moment without paying attention to steps one and two. Again, it is like taking care of a car. Think about safety during the manufacturing/building stage. Plan to make it safe. Then during the process make sure it has all the protective elements in place and make sure they work. If this is addressed at the start, then the entire C&A process goes a lot smoother. Also, keep it maintained so it can pass the same kind of safety checks over its operational lifetime. Taking the time early saves headaches, time and most important, money at the end.

There are a wide range of cost and time constraints that affect every

IT program and system. There never seems to be enough hours or money to get everything done – much like our personal lives. Unfortunately this leads to a “fix it when it breaks” mentality. The problem with that, like a car, it costs even more to repair a system after a breakdown than if the initial inspection and maintenance were performed completely and correctly.

And then there is the issue of enforcement. The local Highway Patrol will prevent you from driving an unsafe vehicle on the road much like IA officials will not allow uncertified systems to be placed on the LandWarNet. The reason is the same: it makes the (cyber) highway more dangerous. Having your system blocked from the LandWarNet until it meets standards is minimally frustrating and worse, detrimental to mission success.

While system owners are responsible for their cyber vehicles, many of them are not experienced system mechanics. It takes time to come up to speed on the complex and wide-ranging systems used. Yet, also like cars, there are detailed, easy-to-follow manuals and top-notch professional available to help you through the process. (Army personnel can visit <https://informationassurance.us.army.mil/> for these resources.)

Ensuring through C&A that a system is protected against intrusion and compromise, not only keeps Army operations and lives secure, but offers a peace of mind that allows system owners to focus on other important tasks.

LEAN into my CORNER

By William Deming
QEO Chief



Several times over the past year, I have mentioned our Lean Rotation Program in this column. This month, I would like to discuss this program in a little more depth and encourage employees and supervisors to participate in it.

The Lean Rotation Program is designed to move process improvement expertise out into the actual work areas. The Lean core team in QEO has a huge amount of expertise in this area but they can't be everywhere at once. By training people who actually work in production areas, we achieve a couple of things. First, we give those areas the capacity to conduct process improvement events on their own. The second (and to my mind, more important) point is that we begin to introduce a process improvement mindset into the areas where it will have the greatest impact. Sierra Army Depot will never truly be a Lean organization until we adopt this perspective across the installation. Another benefit is that we put eyes and ears into the work areas that are better able to find and take advantage of savings and cost avoidance opportunities.

A number of people have asked me how this program works. Basically, employees who are selected for the program are put on a six-month detail to QEO. They start out by learning some of the basics of Lean through a combination of study, on-the-job training, and formal classroom training. We are currently using a one-week Lean training course at Truckee Meadows Community College in Reno. Students are exposed to real-world environments as the course includes site visits to cooperating companies in the Reno area. This has the added benefit of giving trainees a different perspective on the application of process improvement principles.

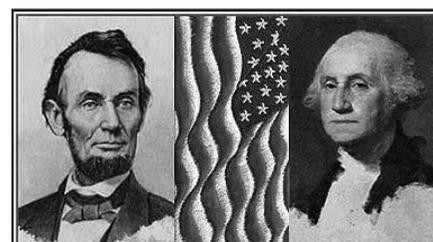
Along these same lines, we send trainees to other AMC installations to participate in process improvement events. This invariably leads to new

ideas that can be adapted or applied directly to processes right here at Sierra. Finally, we send all trainees to a formal class in facilitation taught by the US Department of Agriculture. This course has proven to be very valuable and builds interpersonal skills that are useful in all areas, not just process improvement.

Of course, throughout their entire rotations, trainees apply their skills by helping to plan, facilitate, and follow up on live events. At the end of their rotations, trainees receive a Lean certification that goes into their permanent training record (in addition to the credit received for the formal training classes they take). When they return to their permanent assignments, participants maintain a close working relationship with the Quality Engineering Office.

So who is eligible for this program and how do they apply for it? Everyone on the Depot is eligible but participation is not automatic. Employees who are interested are encouraged to fill out a copy of SIAD Form 1197 (Lean Rotation Program Application) and give it to Sue Cautuccio or one of the Lean core team members. All applications are kept in a central file. Each quarter, they are reviewed and the top five candidates are interviewed by a selection panel. The panel selects two of these candidates and they are put on detail for the program.

We highly encourage everyone to participate in this program. While there is a lot to learn and it isn't always easy, participants enjoy their time here and it gives them a whole new take on their permanent jobs. Please contact anyone from the Lean office if you want more information.





A journey through black history month, its celebrations and need...

The National Theme and Department of Defense USD Theme for Black History Month is The Quest for Black Citizenship in the Americas. Source: Study of African American Life and History (ASALH). "African Americans or Black Americans are citizens or residents of the United States who have origins in any of the black populations of Africa. In the United States, the term is generally used for Americans with at least partial Sub-Saharan African ancestry. Most African Americans are the direct descendants of captive Africans who survived the slavery era within the boundaries of the present United States, although some are—or are descended from—voluntary immigrants from African, Caribbean, Central American or South American nations. African Americans make up the single largest racial minority in the United States and form the second largest racial group after whites in the United States." (Wikipedia.com, 2009)

"Black History Month, starting as Negro History Week, began as an effort by Carter G. Woodson to recognize the valuable contributions Black Americans have made in the United States and throughout the world. Black History Week was initiated in 1926, and evolved into Black History Month in 1976. Black History Month has been celebrated in American schools since the 1970's thanks to the efforts of Dr. Woodson. Dr. Woodson, known as the "Father of African-American History", wrote many books and articles to make people aware of African-American history and achievements.

Black History Month (minorities) February is designated as the month to highlight and celebrate the contributions of African Americans to American history and society. Many elementary schools and secondary schools plan special classes, events and field trips to teach all students the importance of blacks in American history.

Black History Month celebrations in the



power in their history.

The feasts that were established in Israel helped the people remember and celebrate their past. For the same reasons, given the centrality of Christian faith in the history and lives of African Americans, it is important to remember and celebrate as a church the spiritual contributions of African Americans.

Black History Month does not have to be confined to a single liturgical (style) celebration. Communities can focus on a different element of African American spirituality on each Sunday of the month of February. For example the first Sunday in February could be a celebration of the African American church, highlighting its style of worship, the role of the black clergy, and the various functions the black church has played in the history of black people. The second Sunday could focus on black music. Examples of the different forms of black church music, the Negro spirituals, gospel, metered hymns, and congregational singing – just to name a few – could be presented. Black music should be considered not just as an art form but as a survival form. The third Sunday could be used to look at the black family experience. This could be an intergenerational experience with grandparents, great-grandparents, newly married individuals, single parents, fathers, and mothers called on to share their experiences. It would be interesting to have children and youth speak about the joys, problems, stresses, and satisfactions of family life." (buzzle.com, 2008)

The Celebration the Journey and the Quest

Church:

Black History Month celebrations are held in February in the United States with that purpose in mind. They help people of African descent keep their past and their present history in a healthy balance, and they help people of all cultures recognize the cultural contributions of African Americans. Throughout the bible God continually calls people to recall the events that symbolize God's saving

Continues:

"The election of Barack Obama as the first American president of African descent will mark a watershed in American history. Carter G. Woodson was fond of quoting a nineteenth-century novelist who wrote that the romance of America was the fate of the Negro. Neither the founding fathers nor the African slaves could have ever imagined a day when a black man would hold the most exalted office in the nation. "As the grand ole civil rights organization marks its centennial, the progress of black citizenship cannot be better symbolized than by the election of Barack Obama. O, what a century!" (www.asalh.org, 2009)



Celebrating Black History Month