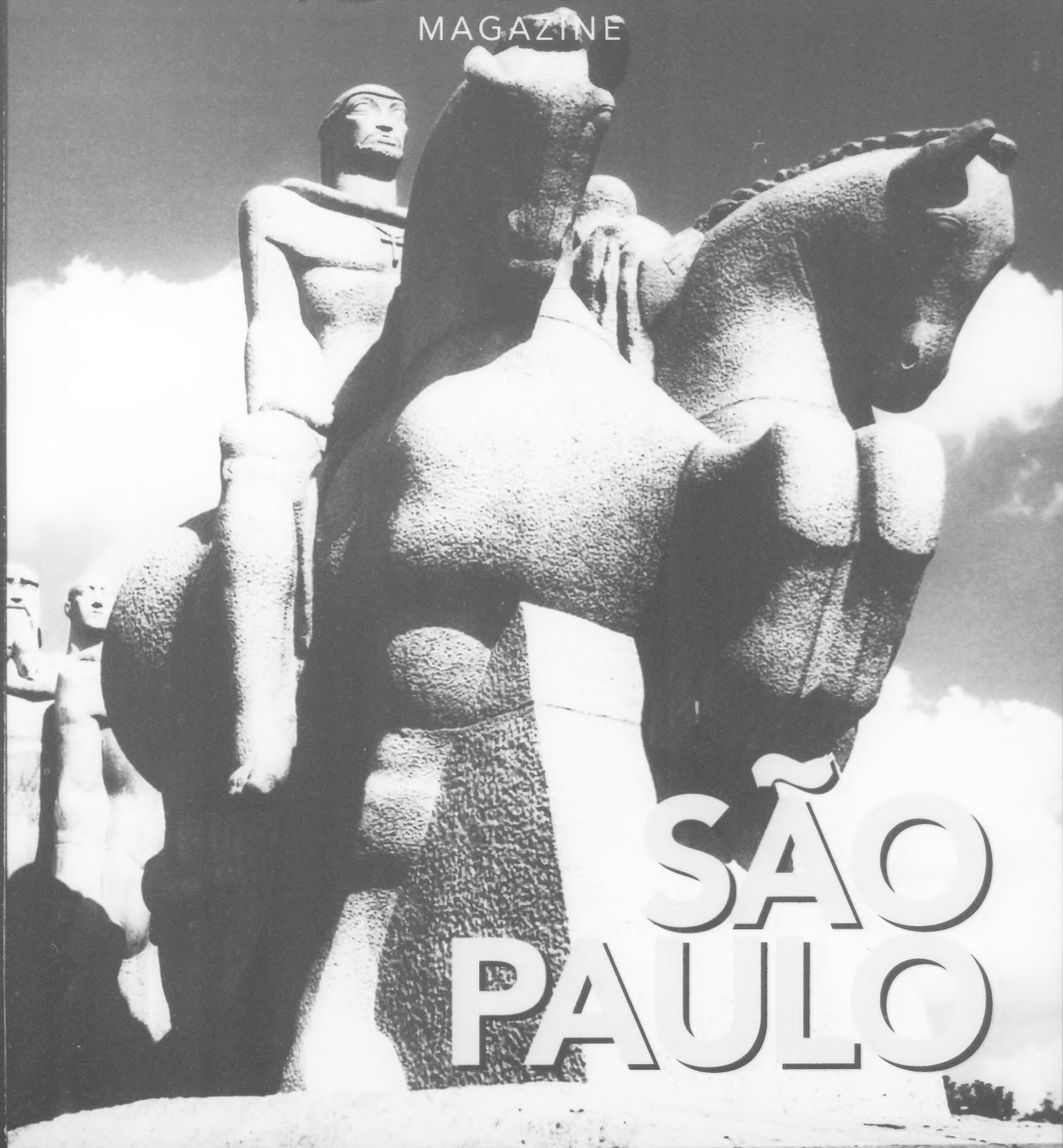


U.S. DEPARTMENT OF STATE

JUNE 2005

State

MAGAZINE



SÃO PAULO

Table Mountain, covered by the "Table Top," overlooks Cape Town, South Africa, a land of contrasts, from its picturesque seashores to its tallest mountains. Its people, their challenges and a shared if troubled history offer this budding democracy at the tip of the African continent hope and prosperity.



IN OUR NEXT ISSUE: Mission of the Month: South Africa

State MAGAZINE

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DEPUTY EDITOR
Dave Krecke
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Bill Palmer
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State Magazine (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, D.C., and at additional mailing locations. Send changes of address to *State Magazine*, HR/ER/SMG, SA-1, Room H-236, Washington, DC 20522-0108. You may also e-mail address changes to statemagazine@state.gov.

State Magazine is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

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Deadlines: July 15 for September issue.
August 15 for October issue.

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Brazilian Carnival dancer
in São Paulo enjoys the
city's parade.



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DIRECT FROM THE D.G.

AMBASSADOR W. ROBERT PEARSON

Our Diverse Department of State

Our nation's diversity distinguishes us among all other nations, and is one of our greatest strengths. Every culture, race and religion is represented in this nation. Our belief in democracy, liberty and the rights of the individual unites Americans of all geographic and cultural backgrounds, faiths and colors.

We want the State Department to look like America, to think like America, and to be able to project American values person to person to audiences around the world. As Secretary Rice has said, "The signal sent to the rest of the world when America is represented abroad by people of all cultures, races and religions is a clear statement about who we are and what our values mean in practice."

One of the blessings of our country lies in its ability to recognize and use the talents of its citizens. There are many multiethnic societies throughout the world, and differences among the population often have divided nations. As we have matured as a country, our differences have become a strength—a way of uniting us. And so as we go about the business of looking after the interests of our country and its citizens, the richness of the backgrounds of our people—geographically, racially and ethnically—has brought an understanding and a tolerance that makes us, as an organization, one of the most effective of its kind in the world.

The Department's leadership is committed to further diversifying our entire workforce. This is, as Secretary Rice has said, "not just a good cause, it is a necessity." In order to promote our nation's values and interests, we must draw on the knowledge, abilities and experiences of the broadest possible range of Americans. Diversity enables us to approach and meet our challenges in new, different and more effective ways.

A workforce that reflects the rich heritage of American society gives us a natural way to reach out to the world. When our Consulate General in Jeddah was attacked in December, a number of our Foreign Service National colleagues were injured or killed, and some of their families requested that their relatives who died be buried in Mecca, which only Muslims may enter. A new junior Foreign Service officer, a Muslim American, had recently arrived at post and was able to accompany those families to the funeral.

Our diversity strengthens our own abilities to understand one another better, to work together better, and to project that belief and confidence to the world in representing America. Our diversity also gives us direct insights into other cultures in ways that further aid American goals. That is the kind of Foreign Service and Civil Service we are building, and that is the kind of contact we want with the rest of the world. We have to deal with the requirements we see in the world; and in our recruiting, in our hiring, and in career development, we want to reflect that back to the world.

Our work is not yet done. Although we are not yet where we want to be, we are determined to improve recruitment of minorities and women into the Foreign Service. In the past four years, minority hires in the Foreign Service have increased from 14 percent of all Foreign Service generalists hired to 21 percent. Currently, 17 percent of our Foreign Service generalists and 21 percent of our Foreign Service specialists are minorities. Women now routinely comprise close to half our entry-level hiring.

We have an unprecedented opportunity to recruit and hire the next generation of Civil Service managers and leaders. Over the next five to seven years, many baby boomers will be ready to retire. We are implementing our succession plan by expanding our recruiting programs in all areas for both the Foreign and Civil Services. Over the past three years we have revitalized the Department's workforce by hiring recent college graduates from a wide range of colleges and universities. They bring great talent and a fresh perspective to the Department.

With our expanded Diplomats-in-Residence program, we now have diplomats working with colleges and universities nationwide, from California to Arizona to Florida to New York. Our diplomats in residence are building bridges on campuses with career directors, student activists who lead minority organizations, and leaders of affiliated organizations around the United States. Equally important, they are encouraging them to experience the foreign policy arena in Washington and overseas through our internship program, which is one of the largest in government. Because we are now able to pay a third of our interns based on need, we are able to draw from a national talent pool. Through programs like the Pickering and Rangel Fellows, Diplomacy and Presidential Fellows and our Career Entry Program, we are increasing the diverse talent pool from which the new generations of Department leaders will come.

Diversity is measured in many different ways. Our workforce includes valuable employees who have vision, hearing, mobility, dexterity and other types of impairments. The Office of Employee Relations in the Bureau of Human Resources, in consultation with other offices, provides readers for our employees who are blind or visually impaired, sign language interpreting for employees who are deaf or hearing impaired, and other services as appropriate.

At the Department of State, we must work as a team to accomplish our goals. Over the past four years, we have made great strides in creating a more diverse workforce. We are going to be a diplomatic corps that embodies diversity, because, as Secretary Rice has said, it "is a great advantage to each and every one of us, and an important affirmation throughout the world that multiethnic democracy can work. ■"

LETTERS TO THE EDITOR

Recruiting Quality Employees

I would like to speak to the quality and qualifications of our Foreign Service Specialists and Civil Service employees. The article on recruiting in the May edition of *State Magazine* leaves the incorrect impression that some Foreign Service jobs do not require taking a test.

All applicants for the Foreign Service, both for generalist and specialist jobs, are required to take and pass a rigorous assessment or test of the 13 dimensions identified as necessary to perform successfully in the Foreign Service. The oral assessment for specialists is shorter than that for generalists only because entry into a specialty includes a credentials-based process. Prior to the oral assessment, applicants for specialist positions must submit educational and work-experience information about themselves that is carefully examined; only those deemed qualified through an examination of their written submissions are invited to the oral assessment.

I would also like to clarify that there are 19 different Foreign Service specialties. All of them comprise a qualified, competitive corps of employees, who meet the highest standards of the Service. Similarly, there are many more

Civil Service opportunities than those enumerated in the article, and those, too, are competitively filled with highly skilled individuals.

Nancy M. Serpa
*Director, Office of Recruitment,
Examination and Employment*

Noble Deaths

In his otherwise thoughtful article in the March issue ("Sunday at Forward Operating Base Normandy"), James Jimenez asks some pointed questions but does not really answer them. Yes, there is a qualitative difference between dying in battle and succumbing to cancer or a heart attack or a traffic accident. The courage and sacrifice of soldiers (and, for that matter, civilians like Mr. Jimenez himself), who knowingly put themselves in harm's way for a cause greater than their own lives, carry a nobility that is not present in even the most gallant struggle against terminal illness.

Rick Bell
U.S. Embassy London

East-West Center

Your story in the March edition recalls that July 1 will mark the 30th anniversary of the Hawaii-chartered, public, nonprofit corporation that governs the East-West Center. At the time of Hawaii's statehood, then-Senate Majority Leader Lyndon B. Johnson proposed, and Congress adopted, a statute formally establishing the center as a federal program associated with and managed by the University of Hawaii. In April-May 1961, then-Vice President Johnson visited Honolulu to lead the ground-breaking ceremonies for the buildings in which the center now is housed. The corporation was established in 1975.

Information on events, if any, planned for the anniversary is probably available from the center.

William J. Cunningham
*Retired FSO
Houston, Texas*



FROM THE EDITOR

Loyal readers will notice a new name on the masthead and on this column. While the name is new, *State Magazine's* commitment to editorial excellence and honest service to its readers stays the same. We will continue to reflect your professionalism and devotion to duty as we fulfill our role as the communications bridge between management and employees.

I bring more than 25 years of private industry newspaper and magazine experience to this position, and I pledge to use every bit of that experience on your behalf. I feel deeply honored to become part of the State Department family.

Meanwhile...the beat never stops in São Paulo, the largest city in the largest country with the most robust economy in South America. Everything here seems larg-

er than life—from the signature "Monumento às Bandeiras" (see cover) to the U.S. Consulate General campus, which houses the second-largest foreign commercial service office in the world.

"Safety First" is more than a slogan at the Office of Emergency Management; it's the only thing that matters. And your safety matters most, whether the threat comes from international terrorism or a fire. Established in 2003, this office provides lifesaving guidance and direction to stateside employees.

Rob Wiley

Get Out OF TOWN

Get a Passport and See the World, College Tells Students

Bentley College in Waltham, Mass., recently hosted its first-ever passport party, intended to encourage students to apply for passports for international travel or study abroad.

Bentley provided students with passport applications, a photographer and notaries. Students brought birth certificates, proof of identity and the \$85 application fee. More than 125 students, faculty and staff attended the event and 88 applications were processed by the town clerks.

"It's imperative that students have a passport in today's business world," said Danielle Parsons, chair of the Senior Class Cabinet. "The passport process can be tedious, and, as a result, only a small percentage of the population actually has them. We figured if students were given the opportunity to complete the process in one afternoon, they'd be more likely to attend."

Anne Richard, a vice president at the international rescue committee and former State Department employee, was on campus the same week to speak about humanitarian and development aid. "I had

never heard of anything like this party," she said. "It's a great way to encourage students and faculty to go out and see the world—something that might ultimately benefit all of us if we have a well-traveled citizenry to get involved in and care about U.S. foreign policy."



A banner announces Bentley College's passport party.



Nairobi Upgrades Data Storage

Foreign Service National employee George Mimba, left, and Tom Scott of the Bureau of African Affairs recently helped U.S. Embassy Nairobi upgrade its computer storage, giving it increased capacity for applications, e-mail and workstations. With advances in data storage and recovery, the African Bureau continues to enhance its information technology infrastructure.

Training Video Wins National Award

The envelope, please. And the winner is...the State Department. The Bureau of Administration's Offices of Emergency Management and General Services Management recently received the 2004 Bronze Telly Award for their video on regional embassy support teams.

It was a recruitment and training video for those with management backgrounds willing to volunteer during an attack or overseas emergency. The teams were created after the 1998 attacks on the U.S. embassies in Kenya and Tanzania. In the video, survivors of the attacks discuss the program and what volunteers can expect.

Silver and Bronze Tellys are the premier awards honoring local and regional television programs and commercials as well as video and film productions. More than 10,000 entries are received annually and winners include ad agencies, production companies and television stations. This is believed to be the first time the Department has won a Telly.



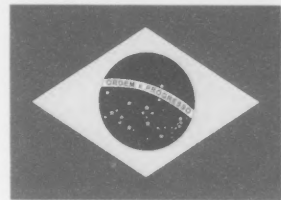
DOLL COLLECTION BECOMES AN ALL-BUREAU EFFORT

Afghanistan, China, Poland, Austria, Ghana, Belgium, Tajikistan, Jordan, Namibia. Veda Dwyer, left, hasn't been to any of these places, but the budget analyst for the Bureau of Population, Refugees, and Migration has dolls from all of them. Her collection—started with dolls she bought on rare overseas trips—outgrew its case long ago, but her colleagues still contribute to it when they travel abroad. Veda's primary job is to help these travelers by processing their authorizations and vouchers. A native Washingtonian whose mother, aunt and uncle worked for the U.S. government, she was recruited out of high school and has spent 33 years at the Department working her way up the career ladder and adding to her impressive collection, which now totals 150.

Large columns support the paneled ceiling of the Luz railway station in the center of São Paulo.



POST OF THE MONTH



São Paulo

NEW CONSULATE KEEPS PACE
AS BRAZIL'S ECONOMIC HEART
BEATS AT BREATHTAKING SPEED

By Susan Bridenstine and Stephen Stark

Light

breaks over a horizon defined by skyscrapers. It is morning in São Paulo and the commute to work has begun for the world's largest fleet of private helicopters. The undisputed business capital of Brazil and South America, São Paulo spans 3,300 square miles and is home to a cosmopolitan mix of more than 18 million people. Flying above the daily bustle, business executives pass over the dynamic changes—and traffic jams—occurring in a city that 60 years ago had just 1 million inhabitants. Once a quiet town developed by the coffee trade, São Paulo is now the largest metropolis on the continent.



Dramatic growth has built canyons of skyscrapers that mask the gentility of the tree-lined streets below.

In step with the booming atmosphere of the city, the U.S. Consulate General, covering 65 million inhabitants in five states and providing consular services for a sixth, is also experiencing change and modernization that would make it unrecognizable to those who knew it even two years ago. In January 2004, the consulate moved from seven floors of a high-rise to a spacious 14-acre campus with 14 different structures, including three newly furnished office buildings and a cafeteria built around a reflective koi pond. Nearly 300 employees work in the compound, which is 18 times bigger than the previous space. It includes the second-largest Foreign Commercial Service office in the world and the Foreign Agriculture Service. The largest consular section in physical size in the world now has ample space to serve more than 100,000 visa applicants and 30,000 U.S. citizens each year.

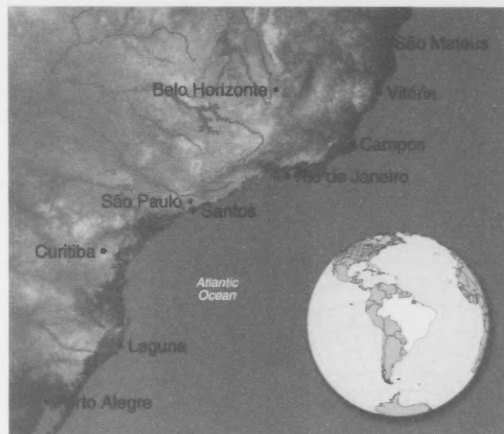
The compound is a repurposed pharmaceutical facility. Refurbishing the existing buildings, rather than custom-building a new complex, saved a lot of money and resulted in a verdant state-of-the-art environment. The grounds offer a respite from the bustling city beyond. Covered by a canopy of Atlantic rainforest, the property is an officially recognized "lung" of the city. Gardeners maintain a green space with hundreds of trees, as well as exotic birds, fish and a family of marmoset monkeys. A newly inaugurated recreation center is available for employees and their families.

The consular district accounts for 37 percent of Brazil's gross domestic product, which itself represents half the GDP of South America. São Paulo hosts the largest American Chamber of Commerce outside of the United States, with more than 5,000 members. Four hundred of the Fortune 500 companies are represented here. U.S. companies and their subsidiaries directly employ more than 200,000 people. Lucrative joint ventures employ thousands more and generate profits from high-technology products like the Embraer

Dancing fountains were installed in celebration of São Paulo's 450th anniversary.



AT A GLANCE



Country name: Brazil

Capital: Brasília

Independence: September 7, 1822 (from Portugal)

Government: Federative republic

Population: 184 million

Languages: Portuguese, Spanish, English and French

Total area: 8.5 million square kilometers

Approximate size: Slightly smaller than the United States

Geographic note: Borders every country in South America except Chile and Ecuador

Currency: Real (BRL)

Per capita income: \$7,600

Chief exports: Transport equipment, iron ore, soybeans, footwear and coffee

Export partners: United States (23 percent), Argentina (6 percent) and China (6 percent)

SOURCE: CIA World Factbook 2005



Above: Commercial Service employee Rosalie Parker poses with her jiu-jitsu instructor Mestre Flavio Behring. Jiu-jitsu is a popular martial art in Brazil. Right: Stylized São Paulo maps are repeated in stone sidewalks as they snake their way to the obelisk memorializing the revolution of 1932. Bottom left: Management Officer Dorothy Imwold, left, and Foreign Service National employee Leticia Maeyama survey a building project on the new consulate grounds. Bottom right: A family of marmosets "monkey" around on the consulate's grounds.



PHOTOGRAPHS: (TOP-LEFT): ROSALIE PARKER; (TOP-RIGHT): VICTOR ROJAS; (BOTTOM-LEFT):

A quick drive into the countryside shows another side of São Paulo's dynamic landscape.



The city has more than 70,000 restaurants offering cuisine from almost every country in the world and dozens of shopping malls with international brands. The beach and the mountains are close and the weather is pleasant year-round.

commuter jet aircraft, made with more than 50 percent U.S. content. These partnerships promise to grow.

The greater São Paulo region is home to Brazil's strongest labor unions, which gave birth to the Worker's Party. Brazil's president, Luis Inácio Lula da Silva, founded the party in São Paulo, where it is still based. The leading opposition party is also based in the city.

São Paulo boasts four national newspapers, four national TV networks and Brazil's three major Internet service providers. Several prestigious universities and hundreds of excellent museums, cinemas, art galleries and theaters are here. The city has more than 70,000 restaurants offering cuisine from almost every country in the world and dozens of shopping malls with international brands. The beach and the mountains are close and the weather is pleasant year-round.

The ethnically diverse city is the largest Japanese city outside of Japan, the largest Spanish city outside of Spain and the largest Portuguese city outside of Portugal. Its large Italian and Lebanese populations put pasta and kibbe on almost every resident's menu. Ties to the United States are strong, as well: live U.S. jazz can be heard in several clubs and

sister-city relationships have been established with San Diego, Orlando and Miami-Dade County.

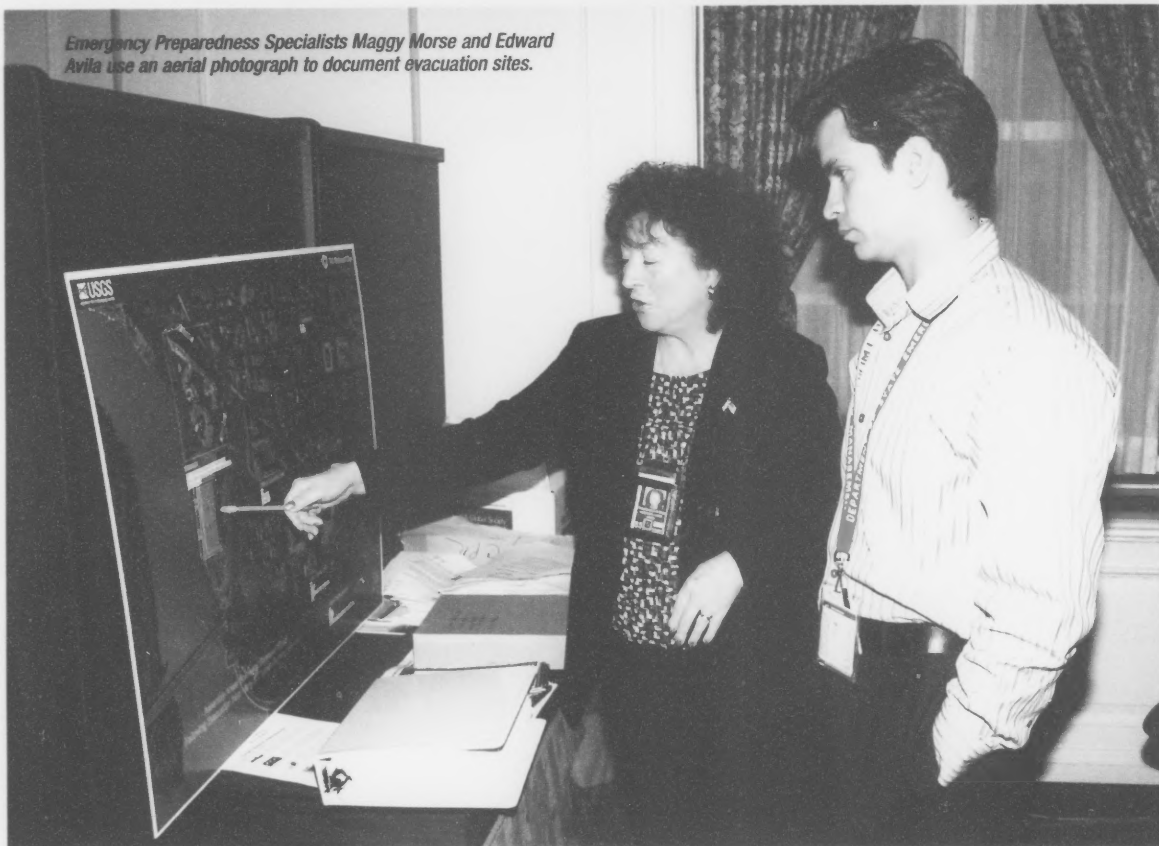
Consulate employees' children have access to three U.S.-accredited schools. The schools have excellent extracurricular programs, including music, sports and fine arts. An active American Society offers Little League baseball.

Five major hospitals, including Albert Einstein Hospital, provide first-class medical care. São Paulo is a medical evacuation point for the continent and there is a resident nurse on the consulate compound.

As the sun sets on workers commuting home, São Paulo adds another page to its 450-year history, a history rich with entrepreneurial spirit and political ambition that have helped create a dynamic and developing city in which the U.S. Consulate General plays a vital role. ■

Susan Bridenstine is the nonimmigrant visa officer at the U.S. Consulate General in São Paulo and Stephen Stark, who served at the post until recently, is now the assistant cultural affairs officer at the U.S. Embassy in London.

Emergency Preparedness Specialists Maggy Morse and Edward Avila use an aerial photograph to document evacuation sites.



Office of Emergency Management

OFFICE PREPARES EMPLOYEES FOR THE UNEXPECTED **BY ERIC VORE**

The attacks on the Pentagon and the World Trade Center reminded us that our employees and facilities are as vulnerable to terrorism as posts overseas. While bombs and chemical and biological weapons pose a substantial threat, our safety is just as vulnerable to a power outage or fire. Whatever the risk, the Office of Emergency Management was established in October 2003 to provide stateside employees life-saving guidance and direction.

Working within the Bureau of Administration, directorate of operations, the office consolidates domestic emergency planning into a single office and exists to educate employees about the Department's emergency plans.

Fred Albertson, a systems engineer who works for the office as a contractor, studies a floor plan.

"Our mission is broad and meaningful and our tasks are timely and essential," says Richard E. Iselin, the office's director. "We'll devote our energy to

ensure the Department's domestic emergency preparedness program reflects the concerns and interests of all employees."



The office evolved from the former Office of Diplomatic Contingency Programs, which created plans for agencies to continue functioning after a disaster or emergency.

Last year's town hall-style meeting on domestic emergency preparedness is perhaps the office's most visible event. Employees told Department leaders and other officials at the forum they expect clear and specific information about what to do during an emergency. William Eaton, assistant secretary for Administration; Joe Morton, principal deputy assistant secretary for Diplomatic Security; and representatives from the District of Columbia and area governments served on the panel.

Since then, the office has continued providing employees with the latest information and training. It recently published a blue-and-white *Emergency Actions Quick Reference Guide*, a pocket-sized, tabulated ring binder containing checklists to guide employees through everything from suspicious packages to bomb threats. Customized for each building, the guides will soon be available for all annexes within the Capital Region and eventually for all Department facilities throughout the country.

The office also evaluates each bureau's emergency plan or provides guidance to develop one. It then assists bureaus in designing drills and exercises to ensure the plans work.

Other efforts include ePrepare, a link on the Office of Emergency Management's new web site that consolidates all emergency preparedness information on the Intranet and provides useful tips on how employees can prepare themselves and their families for emergencies. The link can be accessed at ePrepare.state.gov.

Working with the Foreign Service Institute, the office is launching an online course this month designed to improve threat awareness, said E.J. Avila, the official who helped develop the program. "Be Aware, Be Prepared" will help individuals learn about threats and hazards in their region, according to Mr. Avila, who also helped develop the course found at ePrepare.state.gov.

AT A GLANCE

Office name: Office of Emergency Management

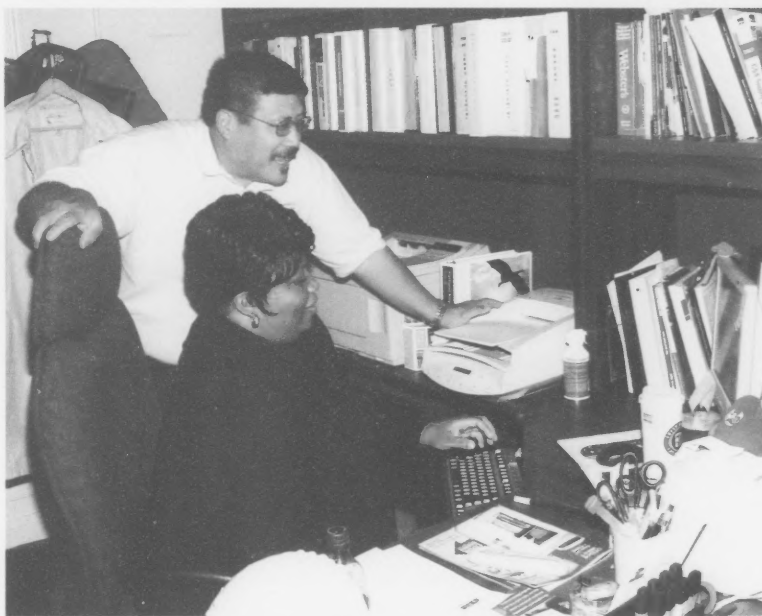
Symbol: A/OPR/OEM

Office Director: Richard E. Iselin

Staff size: 21

Office location: Navy Hill

Website: <http://eprepare.state.gov>



Art Mock, standing, division director, reviews a plan with Brenda Harris, office manager.

The office sponsors ongoing emergency management forums and seminars promoting the latest developments in domestic emergency management for both managers and employees. The 2005 series include emergency planning for employees with disabilities, mass transit emergencies, radiological terrorism and understanding your bureau's emergency action plan.

An award-winning video produced by the office explains the philosophy and procedures for activating the regional embassy support team. The teams consist of employees who volun-

teer to assist an embassy after an attack or significant natural or man-made disaster. The program evolved as a result of the 1998 terrorist attacks on the U.S. embassies in Kenya and Tanzania.

COOP Talk, the office's newsletter, is another way employees can learn about the latest emergency preparedness information.

For inquiries and comments, contact Richard Iselin at (202) 776-8603 or e-mail him at OEMX@state.gov. ■

Eric Vore is a writer/editor in the Office of Emergency Management.



Susan Burke, seated, deputy director for counterterrorism; Felix Hernandez, a political/military officer with Western Hemisphere Affairs; Jessamyn Allen, from the Economic/Commercial Office and Stephen Kontos, special adviser for Homeland Security, staff the watch.

TOPOFF 3

DEPARTMENT PLAYS GUIDING ROLE IN TERRORISM EXERCISE

A car bomb explodes in Connecticut. Biological agents savage New Jersey. Terrorists attack London. Infected people cross the border into Canada.

None of these disasters actually happened, but a congressionally mandated international terrorism exercise during the first week of April gave 275 government and private organizations and more than 15,000 people a realistic chance to evaluate what their response would be if such disasters did happen.

More than two years in planning, Top Officials Exercise or Topoff 3, as it was called, was the largest counterterrorism exercise ever conducted in the United States. As the name

implies, it gave senior local, state, federal, tribal and foreign officials an opportunity to work together to deal with multiple terrorist attacks. While all the sparks, smoke and volunteer victims became front-page news, the real story was keeping all the players focused and working together. That's where the State Department led the way.

"State promoted the large picture," said Kent Churchill, an operations officer with the Office of Counterterrorism, who worked as a controller during the exercise. Overseeing the exercise meant crafting "the U.S. government position" to ensure there were no conflicting positions or public messages to foreign governments. The Department "ensured

STORY AND PHOTOS BY PAUL KOSCAK

the U.S. government speaks with one voice internationally” in condemning attacks or in pursuing a U.N. resolution, for instance.

Encouraging agencies to share information such as intelligence or selecting the day’s color-coded danger level was another area in which the Department was involved. The Department also resolved conflicts and disputes.

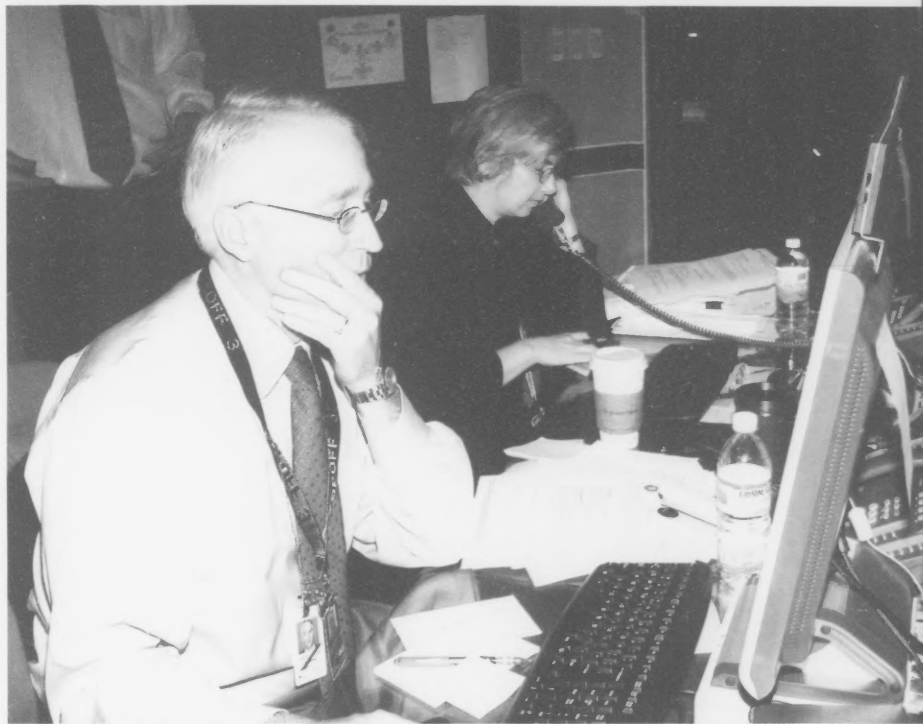
“All agencies have their own system and reasons for protecting information,” Mr. Churchill said. “How do you protect information and yet share it with the right people? For example, Health and Human Services might argue with Transportation about closing the border, but State could override this to ensure one U.S. government voice, one policy.”

For high-level diplomacy, Chris Burnham, the acting undersecretary for Management, took the role of Secretary of State during the exercise. There was even a fictional television network—VNN—providing live news coverage of the events, viewed by hundreds of agency players huddled in dozens of control centers.

Adding a touch of realism, Topoff planners even hired television journalist Forest Sawyer to anchor the program. Having already participated in two previous Topoff exercises, the planners were prepared for the tempo.

“The pace was very good,” said Mr. Churchill. “People were busy but not overwhelmed.”

Most of the Department’s activity happened in the 7th operations center, where a task force led by Susan Burk, the office’s deputy coordinator, manned telephones and computers as they reacted to events, briefed senior-level players and shuffled information between embassies and first responders.



Above: Rocky Gillette, Office of Counterterrorism and Susan Burke, deputy director for counterterrorism, search for information. Below: Lizzy Gummer, left, an officer from the British Embassy and Kelly Anderson, a political officer from the Canadian Embassy, were key players during the Topoff exercise.

“I think they did a good job re-creating what would happen in the real world,” said Rocky Gillette, a counterterrorism specialist working one of the terminals. American embassies in London and Ottawa mirrored the activity in Washington.

Kelly Anderson, a political officer from the Canadian Embassy, used her terminal to relay information to Canadian players about infected passengers on a cruise ship headed to Canada. Next to her, British Foreign Service officer Lizzy Gummer provided information to the British players.

“I’m gathering information on foreign victims, information first responders don’t stop to ask,” she said.

Operationally, the Department of Homeland Security drove the scenario in New Jersey and Connecticut, pushing emergency-response teams to their limits. Terrorism strikes in New London simulated the collapse of a five-story building where volunteers and mannequins became victims. In Union and Middlesex counties, terrorists dispersed biological agents as they drove through the region, flooding area hospitals with casualties.

The exercise provided the first test of the national response plan and national incident management system, according to a Homeland Security spokesman. The department will issue recommendations for future contingencies. Planning for Topoff 4 in 2007 has already started and it is expected to be an even larger event. ■

The author is deputy editor at State Magazine.





Stretches to Bangladesh

BY BONNIE CARLSON

Sometimes what's good for America is good for the world. At least that's true for Sesame Street. After airing for 35 years, the highly popular educational puppet show that's been a hit with kids in the United States has cultivated an international following. Now youngsters in Israel, Palestine, Jordan, Canada, Brazil, China and more than 100 other countries are getting some of their first preschool lessons in letters and numbers from frogs that sing, bears that joke and pigs that fly.

While the antics remain the same, the show is tempered to the local culture and customs. The U.S. Agency for International Development supports the animated show as a coproduction broadcast in Bangladesh. Called *Sisimpur*, this fictitious place in the countryside has its own cavalcade of characters.

The Bangladeshi Muppets include a vegetarian tiger named Halum, a clever golden jackal named Shiku and two inquisitive girls called Tuktuki and Ikri-Mikri. They're the same engaging and lovable characters in spirit and appearance

as the Muppets many American kids grew up with, but with a local twist that underscores the host country's traditions.

Sesame Street coproductions are locally defined and created in the host language with the same commitment to sound educational programming that is academically and socially good for kids around the world.

As Gary Knell, president and chief executive officer of Sesame Workshop, explained to *Variety*, "We go in and work with local partners. We design the kitchen, as it were; the local producers decide what to cook."

Local education experts convened in Dhaka in 2003 and decided that *Sisimpur* would focus on basic education skills while also engaging local issues. The art, culture and heritage of Bangladesh create the stunning backdrop for this very Bangladeshi street, which features a massive banyan tree flanked by a Moghul-style home, a rural grass hut and a sweets shop decorated in the art of the rickshaw.





Left: Sean Love of Sesame Workshop in New York City addresses a press conference unveiling the Muppets on the *Sisimpur* set in Dhaka. Above: Bangladeshi children watch *Sisimpur*. Below, from left: Producer Ratan Paul, head writer Mamunur Rashid, Sara Zaker, USAID Mission Director Gene George and producer Fuad Chowdhury speak at a press screening.



According to a 2002 national media survey by Bangladeshi research company Sirius, there are about 17.3 million television sets in Bangladesh. The Bangladesh Center for Communications Programs indicates that those sets reach some 61 percent of the population.

Mr. Knell explained that Sesame Workshop often goes into countries with no tradition of educational children's programming. Drawing on the same innovation and commitment used to launch *Sesame Street* in the United States, the staff works with the host country to increase quality educational programming.

In 1968, there were only two shows on the U.S. airwaves for preschool kids. Today, there are more than 22, yet *Sesame Street* remains strongly competitive. This groundbreaking program has won 91 Emmys—more than any other educational television program—and attracts more than 8 million viewers each week. *Sesame Street* raised the bar by creating a strong and successful model and the market did the rest.

Studies spanning more than 30 years show that children in the four- to six-year-old range really do learn the curriculum presented in children's programs. *Sesame Street* takes better advantage of that opportunity by offering a broad range of academic skills. These results are not just an American phenomenon. They have also been achieved worldwide.

The bottom line is that good content gets good results, and bad content gets bad results. *Sesame Street* is good content.

Because of other successful USAID-supported *Sesame Street* coproductions in Egypt, Russia and South Africa,

USAID staff in Bangladesh approached Sesame Workshop in 2002 to explore how the program might work in Bangladesh, a country with extremely limited educational opportunities for preschool children.

In June 2003, USAID agreed to fund *Sisimpur* for two years and 52 episodes, supplemented by educational outreach materials for rural children.

"Viewership in Bangladesh is high despite the fact that only 26 percent of households have television sets," says Fuad Chowdhury, *Sisimpur*'s Dhaka-based producer. "There are clubhouses in many villages where people come to see television programs and many people who have sets in their homes allow their neighbors to watch together. Even in areas where there is no electricity, people run small black-and-white sets with car batteries."

USAID projects some 1.7 million children will view *Sisimpur* during the first year. That number should rise to 2.7 million in the second year. In a country where 58 percent of elementary school-age children attend school and fewer than 60 percent graduate from elementary school, this educational programming is critical. It offers education where once there was none. ■

The author is USAID's educational adviser in Dhaka.

The final round of arguments was held at the U.S. District Courthouse in Washington, D.C.



State Supports Iraqi Law Students In Moot Court Competition

STORY BY TARA BOYLE

Lajan Amin Othman is only 21 years old, but she has already set a high personal goal: helping to rebuild her native Iraq. A law student at Sulaymaniyah University, Othman knows how important an effective legal system will be to Iraq's future.

"Many people in our country have taken an interest in the law because there are a lot of people whose rights have been violated," she said through a translator. "I wanted to be one to help address those challenges."

Othman was one of four Iraqi law students who received funding and support from the Department to travel to the United States in March. The students came to Washington as the first Iraqi team to participate in the Philip C. Jessup

International Law Moot Court Competition, a prestigious annual event that draws students from around the world.

The Iraqi students became instant celebrities. They were interviewed by the media, took a tour of Main State and attended a Rose Garden speech by President Bush.

"I've had great feelings about arriving in the United States," said student Paiwast Marouf. "It's one of my dreams...Americans are very open and accepting of other people. They were very welcoming of us when we arrived."

Simply getting ready for the trip was a major challenge for the team. American Jessup competitors and law students across the country held fundraisers for the Iraqis. The U.S. Embassy in Baghdad helped the students get visas and the



Left: The Iraqi team poses for a photo at the Department's diplomatic entrance. Above: From left, Lajan Amin Othman, Rebaz Mohammad and Paiwast Marouf relax at the Wyndham Washington Hotel before taking a tour of the State Department.

Bureau of Near Eastern Affairs contributed funding toward their travel expenses.

"The State Department and its staff have always been very generous with time and resources," said Michael Peil, executive director of the International Law Students Association, which administers the Jessup Competition.

The Iraqi team, Peil said, is not the only one to have benefited from Department support over the years. Teams from around the world have received funding to participate in the competition and Department officials have also acted as judges and keynote speakers.

The Iraqis were at a disadvantage in preparing for the competition. Electricity in Sulaymaniyah was sporadic and resources at the university were scarce. Legal documents had to be translated into Arabic. The students had to be trained to give oral arguments, a skill not traditionally emphasized by Iraqi law schools.

Each team at the competition was asked to address the same hypothetical situation: an attack by pirates on a freighter carrying nuclear material. The students had to decide who they thought was responsible for the attack and who should deal with the ensuing environmental disaster.

Although they were unsure of what to expect, the Iraqi students received an enthusiastic ovation from fellow law students at the opening ceremony of the Jessup Competition. Inside the "courtroom," the students were grilled by a panel of judges as they presented their arguments. Afterward, they said they were happy with their performance.

"We felt like we were basically the equal of the teams that we faced. We got that impression from the judges, as well," said Othman. "They seemed to be quite pleased with our performance, despite the fact that it was our first time in the competition."

The team won two of its four matches, including one against a Russian team from the Moscow State Institute of International Relations. The Russians advanced to the top 24 teams and their only loss in the preliminary rounds was to the Iraqis. "The Iraqi team did remarkably for a first-time team," said Peil.

The students were accompanied to Washington by two of their professors and Iraqi-American attorney, Haider Ala Hamoudi, who helped train them as part of a program run by the International Human Rights Law Institute at DePaul University.

Professor Saman F. Omer said he was proud of how the students handled themselves. "We were very pleased to see this kind of improvement. These students are representing not just their school but all of Iraq," he said.

Organizers said that more than 500 students from 80 countries came to Washington for the competition. Among them was a team from Afghanistan—in its second appearance at the competition—and one from East Timor.

"The Jessup Competition gives many of these students their first introduction to their counterparts from other countries," said Peil. "We hope in this way that they will come to view their neighbors as potential allies, partners and friends, rather than faceless, mysterious adversaries."

For members of the Iraq team, the competition was a way to reach out to people of other nations and show what their country can accomplish. "We had an opportunity to see globalization on a very real level here and on a very practical level," said Omer. "Hopefully we'll be able to show that the Iraqi people are interested in and capable of development on many fronts." ■

Tara Boyle is a writer/editor at State Magazine.

TELLING NELLIE'S STORY

JOURNALIST PIONEERED ADVANCEMENTS FOR WOMEN BY PAUL KOSCAK

Nellie Bly was back. The intrepid Victorian-era newspaper reporter who defied convention to become one of the nation's most popular investigative journalists and who inspired other women to achieve was the March 16 centerpiece of Women's History Month at the Dean Acheson auditorium.

Actress Meg Kelly brought Ms. Bly's plucky persona to life and captured her drive to scoop the competition during a 45-minute skit that offered a glimpse into an era when ambitious women had little opportunity for success.



Actress Meg Kelly as reporter Nellie Bly at the Dean Acheson auditorium.

This year's observance commemorated women who transformed history, politics, art, culture and business. It also marked the 85th anniversary of women winning the right to vote, noted Gregory Smith, Office of Civil Rights deputy director, who opened the program.

In a statement proclaiming March Women's History Month and read by Constance Berry Newman, assistant secretary for African Affairs, President Bush encouraged "programs, ceremonies and activities that honor the history, accomplishments and contributions of American women.

"For generations, American women have helped build our great nation through their leadership as writers, teachers, artists, politicians, doctors and scientists. Women are at the forefront of entrepreneurship in America, creating millions of new jobs and helping to build our nation's economic prosperity."

Ms. Newman noted that Women's History Month began in 1978 in California to promote teaching women's history in that state's schools.

"In 1981, Sen. Orrin Hatch of Utah and Sen. Barbara Mikulski of Maryland submitted legislation that proclaimed Women's History Week," Ms. Newman said.

Nellie Bly was the byline of Elizabeth Jane Cochrane when she first began her writing career at the *Pittsburgh Dispatch*, said Ms. Kelly, who created *Nellie Bly Takes on the World* for her Living History Productions, a venture that helps keep the

actress employed portraying historical figures. "Bly was a character from a Steven Foster composition. It was customary then for women writers to use a pen name."

Before long, Nellie Bly grew frustrated covering traditional women's beats—fashion, society and gardening, for example—and aggressively sought more serious assignments. Her investigative zeal attracted immediate attention, some of it negative, from *Dispatch* advertisers. She eventually left the *Dispatch* and sought a more receptive audience in New York.

It took a while, but Ms. Bly finally landed a job at Joseph Pulitzer's *New York World*. Her first assignment was daring and dangerous: get committed as a patient to the Women's Lunatic Asylum and report what she saw and experienced.

Her stories created a public outcry, exposed several doctors as quacks and earned Nellie Bly the title of "first girl stunt journalist," Ms. Kelly told the audience.

Nelly Bly became an international sensation in 1889 by circling the globe in a whirlwind 72-day trip, beating fictional hero Phileas Fogg, who performed the feat in Jules Verne's novel *Around the World in Eighty Days*. Throngs of adoring fans cheered the New York reporter on as she completed her trek riding through Manhattan in an open carriage.

Ms. Kelly's performance was geared to entertain and inform. She prompted students from the District of Columbia's Minor Elementary School, who made up most of the audience, to shout greetings in the language of each country as Bly's international stops were recreated during the presentation. ■

The author is deputy editor for State Magazine.

SUPPORTING THE SPIRIT OF LIBERTY

By Gene Bigler

From Kirkuk to Kabul to Kiev, millions of people are going to the ballot box. In the past year, Ukrainians, Afghans, Iraqis and Palestinians courageously cast their votes and voiced their belief in the right to choose their governments. From the Orange Revolution in Ukraine to the purple-stained fingers of Iraqi voters, the images of those democratic movements galvanized millions.

Recently, the Department completed its annual report on U.S. efforts to support democratic principles around the world. *Supporting Human Rights and Democracy: The U.S. Record 2004–2005* is a congressionally mandated report produced by the Bureau of Democracy, Human Rights and Labor. Secretary Condoleezza Rice presented the findings to Congress and the public on March 28.

The report underscores the principle that U.S. promotion of democracy and human rights “springs from American ideals and our national interest.” It also highlights the broad array of resources being devoted to the U.S. policy of promoting freedom. American officials use diplomacy and economic opportunity to engage governments, multilateral institutions and international organizations. Economic, financial or technical assistance may be crucial in helping a government meet its obligations to its citizens.

Withholding such assistance, on the other hand, may persuade a government to cooperate more fully with democratization efforts or may deter abuses.

The State Department works in close cooperation with the U.S. Agency for International Development, other government agencies and nongovernmental organizations in supporting pro-democracy efforts. The Department’s Human Rights and Democracy Fund has supported new projects in many of the countries highlighted in *Supporting Human Rights and Democracy*. The fund, which is administered by the bureau, more than tripled in size during the past three years to reach almost \$44 million in fiscal year 2004. It has supported the creation of an International Center for Islam and Pluralism in Indonesia, as well as voter education programs in Afghanistan. The fund also financed an independent printing press in Kyrgyz Republic and the distribution of FM radio transmitters in Angola, among other projects.

The Department’s Middle East Partnership Initiative is an important supporter of pro-democracy projects around the globe. Organizations such as the National Endowment for Democracy, the International Republican Institute and the National Democratic Institute all draw on funds from the partnership or other U.S. sources. The three organizations

sponsor political skills and organization training in Iraq, Kuwait, Bahrain, the United Arab Emirates, Oman, Yemen, Qatar and elsewhere in the region.

USAID also plays an important role in spreading democracy. For example, the agency’s anticorruption effort in Africa helped expose corruption in both the public and private sectors in Zambia’s timber industry, and the resulting publicity promoted further reforms.

The catalyst for democratic change differs from country to country. In Ukraine, years of support for media development were a prelude to the “journalist rebellion” against false government directives concerning the 2004 elections. This media rebellion helped give rise to the popular demonstrations that launched the Orange Revolution. In Cambodia, meanwhile, interest in gaining trade concessions from the United States was a lever in negotiations between garment manufacturers and labor unions on working conditions. And in Turkmenistan, high-level diplomatic engagement advanced religious freedom.

Human rights officers in more than 100 embassies around the world are often at the forefront of U.S. democratization projects. They play an important role in monitoring and reporting human rights abuses of host country citizens, particularly in nations where the greatest violations occur. In 2004, the bureau convened its first annual human rights officers’ conference and introduced training programs to prepare officers for their work.

Last year, ambassadors in nine countries nominated embassy officers for the Human Rights and Democracy Achievement Award. On Human Rights Day, Dec. 10, Acting Assistant Secretary of State for Democracy, Human Rights and Labor Michael G. Kozak presented the award to Michael Goldman of the U.S. Embassy in Tashkent. Mr. Goldman was honored for quality reporting about human rights abuses, his work with victims and local civil society organizations and the highly effective discussions on torture he arranged between government officials and human rights advocates.

In his second inaugural address in January, President Bush reaffirmed U.S. support for democratic principles across the globe. He noted that “the survival of liberty in our land increasingly depends on the success of liberty in other lands.” Through its innovative programs and the hard work of its dedicated staff, the Department strives to fulfill that mandate every day. ■

The author is the director of the Office of Strategic Planning and External Affairs in the Bureau of Democracy, Human Rights and Labor.



Afghan women register to vote in the 2004 presidential election.

Chorale Marked Black History Month

By John Bentel

Recent noontime concert performances hosted by The Foreign Affairs Recreation Association and the State of the Arts Cultural Series included a chorale and a wide range of instrumentalists.

The Heritage Signature Chorale under Music Director Stanley J. Thurston helped us celebrate Black History Month, performing classical and spiritual songs with rhythmic fervor and emotional intensity. The audience rewarded the choir's vocal polish with a standing ovation.

Fabian Faccío, Argentine pianist, and Anders Lundegard, Swedish classical saxophonist, presented a rousing and fiery all-Piazzolla tango performance, blending together seamlessly.

Harpist Melissa Tardiff Dvorak and flutist Sharon Woster Pabon presented beautiful classical French music. The Peabody Conservatory of Music graduates also performed a contemporary work by Hovhanness, which had a mystical Middle Eastern flavor.

Classical guitarist Zane Forshee spanned more than three centuries, performing early pieces by Bach and Leo Brouwer's avant-garde music. Zane, also a Peabody graduate, has won many competitions. We were happy that he chose us



Music Director Stanley Thurston and the Heritage Signature Chorale acknowledge the applause.

to debut the beautiful new rosewood guitar he had just obtained in Germany. ■

The author is a computer specialist in the Executive Secretariat.

CALENDAR

June 8	Trio with Steve Gerber, composer/piano; Emil Chudhovsky, violin; and cello, TBA
June 22	Piano Prodigies: Sarah Goodman, 9; Ashley Seto, 13; Alan Woo, 13; and Yvonne Chen, 15
July 13	Wired: Pop, Classic Rock and Blues
July 20	TBA
August 3	Natalie Carter, soprano

Performances are on Wednesdays at 12:30 p.m. in the Dean Acheson Auditorium.

education & training

Mandatory Leadership Training

Leadership training is mandatory for Foreign Service and Civil Service employees at the FS-03/GS-13 levels and above to ensure that they have the necessary preparation for increasing levels of responsibility. FSI's Leadership and Management School offers the required courses to meet these mandatory training requirements, and other leadership courses for all FS and CS employees.

Mandatory Courses

- FS-3/GS-13 PK245 Basic Leadership Skills
- FS-2/GS-14 PT207 Intermediate Leadership Skills
- FS-1/GS-15 PT210 Advanced Leadership Skills

Managers and Supervisors

- PT107 EEO Diversity Awareness for Managers and Supervisors

Newly promoted FS-OC/SES

- PT133 Senior Executive Threshold Seminar

Senior Policy Seminars

FSI's Leadership and Management School offers the following professional development and policy seminars for senior-level executives of the Department and the foreign affairs/national security community:

- PT300 Leader as Facilitator
- PT301 Appearing Effective in the Media
- PT302 Testifying Before Congress
- PT303 Crisis Leadership
- PT304 Executive as Coach and Mentor
- PT305 Deputy Assistant Secretary as Leader

For more information contact FSI's Leadership and Management School at (703) 302-6743, FSILMS@state.gov or <http://fsiweb.fsi.state.gov/fsi/lms>.

Dates for FSI Transition Center courses are shown at right. For information on all the courses available at FSI, visit the FSI Schedule of Courses on the Department of State's OpenNet at <http://fsi.state.gov>. See Department Notices for announcements of new courses and new course dates and periodic announcements of external training opportunities sponsored by FSI.

FasTrac Distance Learning Program: Learn at Your Own Pace, When and Where You Want!

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FSI Distance Learning Program

An extensive menu of FSI-developed distance learning courses is also available to eligible participants on the FSI learning management system. See the FSI web page (Distance Learning) for information.

Student Records Online

Need your class schedule or an unofficial transcript of training taken through FSI? Visit the FSI Registrar's Office web page on the Department of State OpenNet at <http://fsi.state.gov/admin/reg>.

Security		JULY	AUG	Length
MQ911	SOS: Security Overseas Seminar	11,25	1,15,29	2D
MQ912	ASOS: Advanced Security Overseas Seminar	5,19	9	1D
MQ914	YSOS Youth Security Overseas Seminar	5,12	2	1D
		19,26		

Foreign Service Life Skills		JULY	AUG	Length
MQ115	Explaining America	9		1D
MQ116	Protocol and U.S. Representation Abroad	16	20	1D
MQ250	Young Diplomats Day	11,25		1D
MQ703	Post Options for Employment and Training		17	1D
MQ704	Targeting the Job Market	31	2	0.5D
MQ802	Communicating Across Cultures		13	1D
MQ803	Realities of Foreign Service Life	23		1D
MQ856	Promoting U.S. Wines	27		2.5H

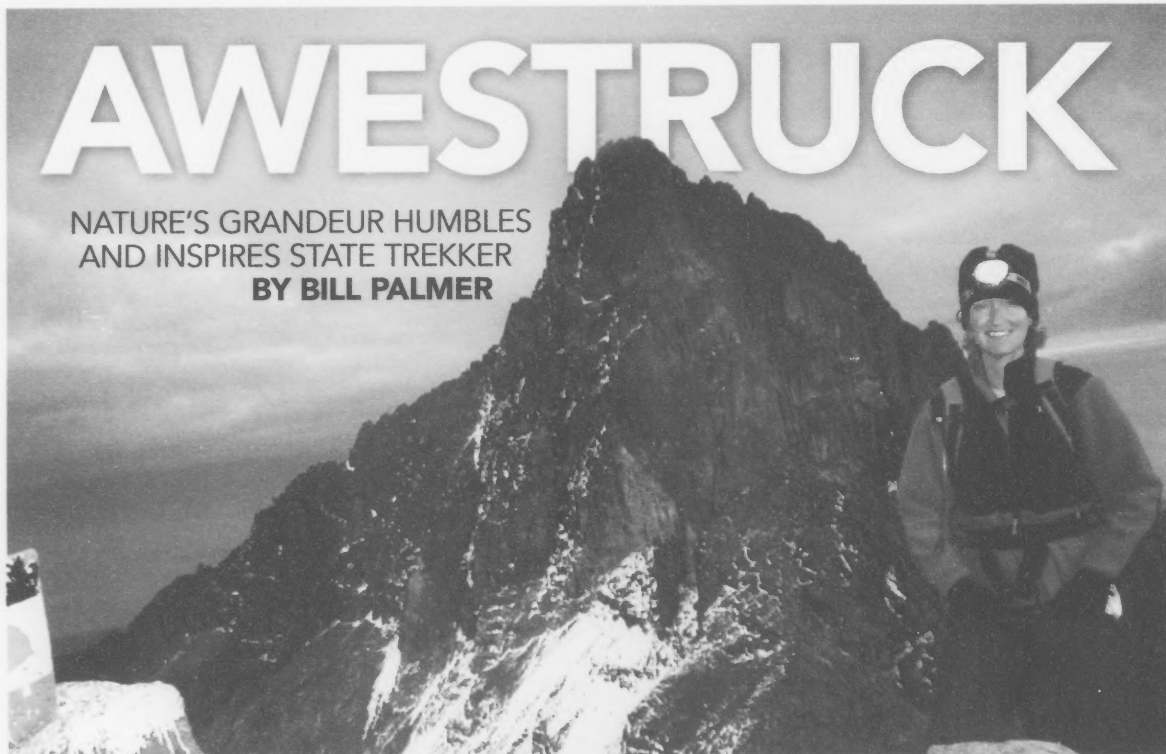
Career Transition Center		JULY	AUG	Length
RV101	Retirement Planning Seminar	26		4D
RV102	Job Search Program		1	8W
RV103	Financial Management and Estate Planning	28		1D
RV104	Annuities & Benefits and Social Security	27		1D

Length: H = Hours, D = Days

For additional information, please contact the Office of the Registrar at (703) 302-7144/7137.

AWESTRUCK

NATURE'S GRANDEUR HUMBLER
AND INSPIRES STATE TREKKER
BY BILL PALMER



Above: Jewel McKee smiles after conquering her latest summit—Mt. Kenya. Right: Jewel practices ice climbing in a crevasse on a Mont Blanc glacier near Chamonix, France.

Jewel McKee was picnicking with friends one day at a lookout point along Skyline Drive in Northern Virginia when she spotted a path and felt drawn to it. She hiked to a scenic spot so beautiful that “it brought tears to my eyes,” and she has been trekking—at higher and higher altitudes—ever since.

“Something about me likes the mountains,” the Montana native says.

She bought a guidebook and did some hiking in the area to prepare for her first big challenge: a trip to the Alps, where she knew she was in heaven as soon as she saw the Matterhorn. She took a 12-day trek around Mt. Blanc. One day, her group’s ups and downs involved 6,000 feet of elevation change.

That trip whetted her appetite for even more exotic locales and her job with the Department helped her get to some of them.

The energetic Ms. McKee, who works in the Office of Real Property Management, combines her talents for drawing, architecture and interior design to plan new embassy spaces in such far-flung locations as Kuwait, Guatemala and Vienna. During African trips, she hiked the slopes of Mt. Kenya and Mt. Toubkal, and a three-year assignment to Beijing gave her

The First Step

What does a beginner need to start trekking? First and foremost, a good pair of waterproof hiking boots with ankle support. Don’t skimp, Ms. McKee says; plan on spending \$80 to \$200. Buy sock liners to wear with your socks to prevent blisters. Wear shorts or loose-fitting pants.

Carry a daypack with the following items inside:

- water bottles (or get a camelpack with tube)
- small first-aid kit
- rain jacket with hood
- matches in plastic bag
- map
- toilet paper
- whistle (in case you become separated from the group)
- handkerchief
- Swiss Army knife
- food (such as power bars, fruit, trail mix, bread and cheese)
- insect repellent

Local sports outfitters sell maps of good places to go. Happy hiking!

PEOPLE LIKE YOU

opportunities to hike along stretches of the Great Wall that tourists never see. She remembers taking an embassy visitor to a dilapidated section of the wall with loose bricks and near-vertical climbs. She had a hard time keeping up with her charge, but felt better when she learned the visitor was an Olympic-medalist skier.

She has trekked in the Himalayas five times, including a four-week trek around the major peaks leading to the Mt. Everest base camp. She has sought out the elusive snow leopard, unsuccessfully so far. She doesn't normally climb with ice ax, crampons and harness belt, though she did once and carries these things in case she should fall into a crevasse. She has hiked as high as 19,400 feet. She says she doesn't suffer from altitude sickness, but the tips of her fingers and toes get cold. She only travels with guides who know the terrain and the risks.

She stands in awe of the Himalayas' grandeur. "You're just a little speck," she says. The rewards, besides the health bene-

fits that make Ms. McKee look 10 years younger than she is, are mostly intangible.

Number one, she says, is the challenge of overcoming a sense of limitations, a trait that spills over into other aspects of life—like learning Chinese. Second, is the enrichment of observing different cultures. She takes a sketchbook with her and draws the villagers, porters and other hikers. Third, is the chance to help. During her treks, she met mountain people who live in poverty and can't even send their children to school. When she retires, she would like to get involved with a group like Habitat for Humanity or UNESCO to help preserve mountain villages and improve the lives of the people.

Closer to home, she stays in shape by bicycling and cross-country skiing. But even those vigorous activities don't quite satisfy her. She gets a gleam in her eye as she starts to talk about plans for her next trek above the clouds. ■

The author is a writer/editor at State Magazine.



Defining Terms

walking usually implies spending less than two hours moving on easy terrain within a neighborhood or along a park pathway. Walking usually does not require special clothing, shoes or supplies.

hiking is different from taking a walk in terms of duration and physical effort. It is usually associated with nature trails in national parks, deserts and mountains. A hike may be several hours long and entail changes in elevation of thousands of feet. Hiking requires appropriate lightweight clothing, rain gear, boots, backpacks, food, first-aid kit, maps and possibly camping gear if an overnight stay is involved.

trekking is a journey of several days or more, going from one point to another. Trekking entails overnight camping or staying at remotely located lodges, huts or hotels. In addition to the hiking gear mentioned above, trekking may involve climbing gear such as rope, ice pick and crampons for steep mountainous terrain.

Delays, Inattention Add Woes to Injuries

ACCIDENTS HAPPEN, BUT TIMELY FILING MAKES A DIFFERENCE **BY SUSAN M. CLEAVES**



In 2003, the Department had the worst record of all executive branch agencies for filing accident claims, less than 8 percent. Then in January 2004, President Bush issued a directive requiring executive branch agencies to reduce injuries, illnesses, lost time and late claims. The one-year order, known as the Safety, Health and Return-to-Employment Initiative, has changed the numbers dramatically. On-time claims shot up to nearly 24 percent that year and to 38 percent for the first half of 2005. Next year's goal for timely claims is an ambitious 75 percent.

But the real story isn't percentages and commendations: it's ensuring employees receive the benefits to which they're entitled for injury or illness suffered on the job. Acting promptly is key and a responsibility shared by the employee and supervisor. Here's what you should do if you're hurt.

Get immediate medical attention. Emergencies require your supervisor to complete a CA-16 workers' compensation form, which should be given to the hospital or physician to guarantee payments by the Department of Labor, Office of Workers' Compensation Programs.

Report every injury to your supervisor within 24 hours or when you realize the injury or illness is work related. You must submit a CA-1 form for traumatic injuries or a CA-2

for illnesses within 14 days to your bureau's workers' compensation coordinator or the post's human resources or management officer if serving overseas. It's still your responsibility to follow up on these claims, submit medical documentation and ensure your supervisor reports the event to the Department's safety office. Late claims will delay payments or reimbursements or possibly lead to their denial.

Keep your supervisor apprised of your progress and return to work as soon as you recover. Although work-related injuries and illnesses are covered by the Federal Employees' Compensation Act, workers must comply with the Department's policies found in Foreign Affairs Manual 3 FAM 3630 and Foreign Affairs Handbook 3 FAH H-3630.

For more information, visit <http://hrweb.hr.state.gov/er/employment/workcomp/workcomp.html> for instructions, forms, and benefit information. The Office of Employee Relations manages workers compensation for the Department. The Bureau of Medical Affairs, which operates the Designated Agency Safety and Health Office, also has extensive online information on medical and safety issues. ■

The author is a program operations specialist in the Bureau of Medical Affairs.

PERSONNEL ACTIONS

FOREIGN SERVICE RETIREMENTS

Clifton, Jay C.
Curran, Brian Dean
Heide, Karen Z.
Lohof, Bruce A.

Mahiques, Robert J.
Mawdsley, Valerie Laycock
Wagner, Cheryl Ann
Wilson, Pierre M.

CIVIL SERVICE RETIREMENTS

Carter, Joyce Y.
Evans, Ellen Tydings
Farrior, Paula L.
Jamison, Judith R.

Limbert, Parvaneh
Maddux, Sara
Nonog, Janet Frances
Taft, William Howard

Wallace, Montani O.
White, Wayne Edward
Wilmer, Terrence F.

O B I T U A R I E S



Austin J. Ballard, a retired Foreign Service employee, died March 12 in Reston, Va. He served with the Department for more than 29 years.



Adele Lee, 94, a retired Foreign Service specialist, died Feb. 9 of a stroke in Sioux City, Iowa. Her overseas postings included Lima, Guatemala City, Stockholm, Moscow, Managua, Bern, Vienna and Kingston. As secretary to Ambassador George Kennan, she witnessed the turbulence that attended the death of Josef Stalin.



Thomas Joseph "Joe" Breen, 60, a Foreign Service National employee, died Jan. 13 of a heart attack in Wellington, New Zealand. He began working for the U.S. Embassy in Wellington in 1975 as a chauffeur and served eight ambassadors.



Kim S. Neubauer-Sierra, 48, a Foreign Service specialist, died April 2 in Hagerstown, Md. Her overseas postings included Tegucigalpa, Belize City, Warsaw, Krakow, Kiev, Hanoi and Saigon. She was the wife of Foreign Service specialist Douglas Sierra.

Kathryn Mae Geoghegan, 86, a retired Foreign Service officer, died March 27 in Portland, Ore. She joined the Department in 1941 and was one of the first women Foreign Service officers. Among her overseas assignments was in Zimbabwe during the colonial period.

Charles Melvin Grace, 88, a retired Foreign Service medical officer, died Jan. 13 in Edmonds, Wash. As a U.S. Navy doctor, he served with the Marines during World War II. Later he served with the Coast Guard. He entered the Department in 1970 and served as embassy physician in Saigon, Kinshasa and Vientiane. After retirement, he served as medical director of the Veteran's Home in Retsil, Wash.



Frank V. Ortiz, 78, a retired Foreign Service officer, died Feb. 27 in Santa Fe, N.M. He served in the Air Force during World War II. During his 40 years with the Department, he served as ambassador to Barbados, Grenada, Guatemala, Peru and Argentina. After retirement, he was active in trying to preserve the history of New Mexico and was a driving force in raising funds for the New Mexico History Museum.

O B I T U A R I E S



Henry Luther Pitts Jr., 84, a retired Foreign Service officer, died April 6 of complications following heart surgery. He joined the Department in 1941 and served overseas in Panama, Puerto Alegre, Buenos Aires, Venice, Madrid and Mexico City. After retirement in 1974, he lived in California, where he was active in Rotary International. His daughter, Sandra

Pitts-Malone, is staff assistant in the Bureau of Oceans and International Environmental and Scientific Affairs.



Harrison L. Shaffer Jr., 83, a retired Foreign Service officer, died March 28 in Denver, Colo. He joined the U.S. Information Agency in 1960 and served overseas in South Vietnam, Algeria, Nigeria and the Philippines. He was an accomplished watercolor artist and cartoonist whose illustrations appeared in USIA publications around the world.

Edmund da Silveira, 90, a retired Foreign Service officer, died of a stroke Dec. 26 in Claremont, Calif. He worked in Army Intelligence during World War II. He joined the Department as a research analyst and entered the Foreign Service in 1956. His overseas postings included Brazil and Colombia. He retired to Claremont in 1974, where he performed community volunteer work.

Kristine Stockman, 97, a retired Foreign Service employee, died Jan. 15 in Huntington Beach, Calif. She worked with the Office of War Information in London during World War II and wrote a book about the Blitz. She joined the Foreign Service in 1949 and served overseas in Salonika, Athens, Teheran, New Delhi and Cyprus.



Paul B. Sullivan, 77, a retired Foreign Service officer, died Feb. 9 in Massachusetts. He served in the Marine Corps during World War II as well as in Korea and joined the Department in 1964. His overseas postings included Burma, Ethiopia, Turkey, Japan, Saudi Arabia, Kenya, Ireland and Panama. After retirement, he worked as a volunteer at the

Bethesda Naval Hospital before moving to Boston.



William Dennis Toomey, 83, a retired Foreign Service officer, died March 17 in Hilton Head Island, S.C., following a stroke. During World War II he served in the Marine Corps. He joined the Department in 1948 and served overseas in France, Colombia, Saudi Arabia, South Africa, Ethiopia and Thailand. He retired to Hilton Head in 1979, but continued to travel

widely and pursue his passion for current affairs.

IN THE EVENT OF DEATH

Questions concerning deaths of Foreign Service and Civil Service employees should be directed to the Office of Casualty Assistance, the Department's contact office for

all deaths in service: Harry S Truman Building, Room 1241, Department of State, Washington, DC 20520; (202) 736-4302; fax: (202) 647-5313; e-mail: oca@state.gov.

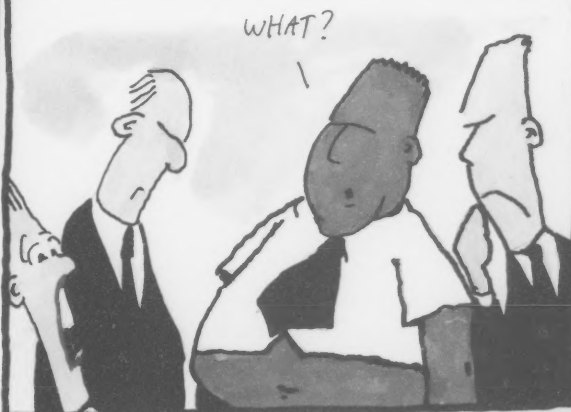
A BRIEF PRIMER OF CROSS-CULTURAL TIPS

IN BINGOVIA, PINK IS ONLY WORN BY THOSE SEEKING TO PURCHASE A MANDRILL.



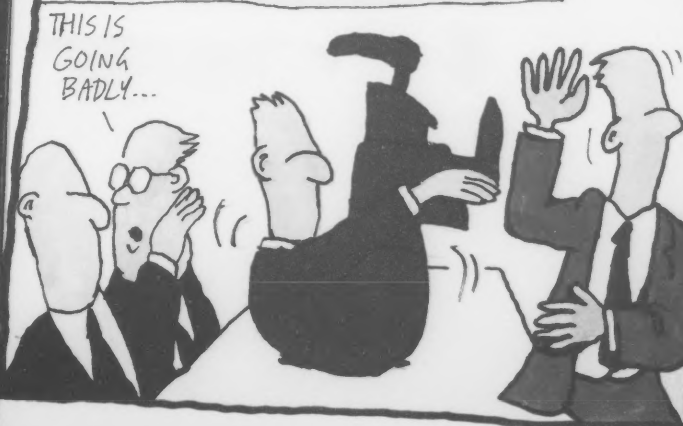
IN BORZASZTOFING, A BARED MIDRIF IS CONSIDERED IMMODEST FOR MEN OVER 40.

IN OUTER ICKYKSTAN, POINTING YOUR FOOT AT SOMEONE IS AN ACCUSATION THAT HIS OR HER MOTHER BAKES DISAPPOINTING PIES.



IN NEGOTIATIONS, DISCOVIANS INDICATE DISPLEASURE THROUGH SPONTANEOUS BREAK DANCING.

IN RITZOVIA, FAILURE TO FINISH THE SOUP COURSE INDICATES A DESIRE TO CAKE FIGHT THE HOST...



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