

Cultural Diversity Presentation at the Four Corners Construction Office



By Becky Begay and Hilda Castillo-Smith

On November 3, 2015, Becky Begay the Navajo Outreach Coordinator for the Four Corners Construction Office (FCCO) and LeToy Harrison, a Counselor from Dine College Shiprock, NM, presented a cultural diversity presentation entitled “Cultural Sensitivity - Bridging Relationships”. The presentation was attended by employees from the FCCO and Western Colorado Area Office.

The presentation was based on historical, oral/traditional stories, cultural, medical, and personal information. Becky and LeToy spoke about how the past has shaped Native American life today, how important it is to learn about Indigenous communities when working for a Federal Agency, and how to communicate better with Native Americans. The objectives of the presentation were to develop an appreciation and understanding for Native American culture, language, and customs; learn about Native



American history past, present, and future; and to develop a better communication, partnerships, and collaboration efforts with Native American communities.

Becky spoke about the history of federal laws, treaties, the Indian Removal Act, Federal Law Prohibiting Native Americans from Practicing Traditional Ceremonies, Indian Reorganization Act, and Indian Self-Determination Act. LeToy talked about historical trauma, levels of acculturation, oppression, gender roles, and boarding schools. Her presentation on the comparison of cultural values and expectations from a Native American perspective versus contemporary mainstream American gave a glimpse of the difference in culture and mannerism.

The presentation was not only informative but it gave participants the opportunity to learn about themselves by an activity based on the Dine (Navajo) clan system. Becky presented a slide based on Greek, French, Swiss, and English ancestry. She explained how one would introduce themselves utilizing the Dine clan system by stating- “I am born to the Greek People and born for the French People. My maternal grandfathers are the Swiss People and my paternal grandfathers are the English People.” The attendees all paired up and asked each other questions such as, “who are your parents, what three things makes you who you are, and what is your clan?” Several people stood up in pairs and introduced each other. Becky explained to the participants when you introduce yourself with your clans it forms a kinship/friendship and shows a sign of respect towards the person you are speaking to.

The participants also had the opportunity to taste traditional Navajo foods. They were served steamed corn stew (Haniigai) made from roasted corn kernels with lamb meat; blue corn mush (Taa’niil) made from roasted blue corn and juniper ash; sumac pudding (Chiilchin) made from red sumac berries, white corn flour and sweetener; navajo cake (Alkaáald) made from roasted white corn, germinated wheat and raisins; grilled Navajo bread (Tsiid Kaa’sit’eh); fry bread (Dahdiníilghaazh); and Navajo iced tea (Dééh). The meal was prepared and served by Waterbird Catering Company.



The presentation provided an overall awareness of Native American culture and education regarding past Native American –Federal Government relationships. The training will help employees introduce themselves utilizing the Dine clan system approach and how to act when visiting Native American communities. Becky provided several helpful links, including this one (<https://www.youtube.com/watch?v=SwhQUJW2aY0>) on how to start a conversation in the Navajo language.

If you missed this informative presentation, you may still have the opportunity to participate as it has been suggested to take the show on the road – at least to the Regional Office in Salt Lake City. A date and time has not be set as of yet, but be looking for notifications after the first of the year. For those of you that can’t make it to Salt Lake City, there’s talk about broadcasting to all offices within the region via video teleconferencing. Stay tuned.

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Administrative Support Council Field Trip A.V. Watkins Dam



By Tawnya Coulter
ASC Chair

The Administrative Support Council (ASC) hosted a field trip to Arthur V. (A.V.) Watkins Dam for the ASC members in the region that were not able to attend the earlier field trip to Farmington, N.M., and Durango, Colo., last spring. On November 17, 2015, a group of nine members traveled from the Regional Office to the A.V. Watkins Dam. The tour guide, Civil Engineer, Spencer Strand gave the group a quick overview of the A.V. Watkins Dam embankment and reservoir raise. The ASC group was then escorted by Spencer to tour the dam by driving the 14 miles, partly on top, and partly around the dam. One of the stops along the way was the near failure site that took place in 2006.

According to the Information/Briefing Memorandum provided by the Provo Area Office, The A.V. Watkins Dam, was constructed from 1958-1964. The project was authorized as part of the Weber Basin Project and is operated by the Weber Basin Water Conservancy District (District). In 2006, Willard Reservoir was drained after a portion of the dam nearly failed due to foundations seepage. In January 2014, a proposed two-foot raise was accepted. In April 2015, the District awarded the contract to construct the 2-foot raise. Construction of the raise should be complete by mid-January 2016.

All members commented that they thoroughly enjoyed the tour, and they hope to do something similar to this again in the near future. Knichole Allen, an ASC member who works in the Acquisition Management Division stated, "I appreciated the opportunity and efforts that went in to planning the tour. It was interesting to see 'behind the scenes' of a project that Reclamation is part of. I am glad the tour guide explained WHY this project is happening, and lastly, I have never been to Willard Bay so now I feel a little more interested in going back to spend time looking around on my own time".



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Thank you to Paul Christensen from the Provo Area Office for helping to set up the tour, Spencer Strand for taking time out of his busy schedule to host the tour, to Chad Douglas from Public Affairs, and to all the ASC members who attended. The ASC members would like to extend a big thank you to Regional Director Brent Rhees, who not only supported the members on this trip, but for continuing to support all ASC functions.

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Quick Hints for Improving Nominations for Administrative Support Council (ASC) and Other Awards

CALL FOR NOMINATIONS



The Upper Colorado (UC) Region has a tremendous track record in having its talented administrative professionals winning the Reclamation-wide Administrative Professional of the Year and Administrative Services Professional of the Year awards. As managers across the region consider nominating their critical staff professionals before the February 12, 2016, deadline, here are some thoughts that may enhance the nomination and better capture the work and values each person adds.

The awards criteria are pretty simple, nominees should have achieved significant accomplishments (assigned responsibilities, as well as personal work initiatives) and must have been a Reclamation employee during any 6 month period in 2015. From that, three rating criteria are applied concerning significant accomplishments; benefits derived from employee actions; and, professionalism exhibited.

Based on experience in helping judge several previous years' nominations, here are a few quick suggestions for nominations. Far too many times, the judges understood more than was expressed in the nomination, but were required to go with what was captured in the nomination. This is especially important once the UC Region's two winners move into competition with the rest of Reclamation.



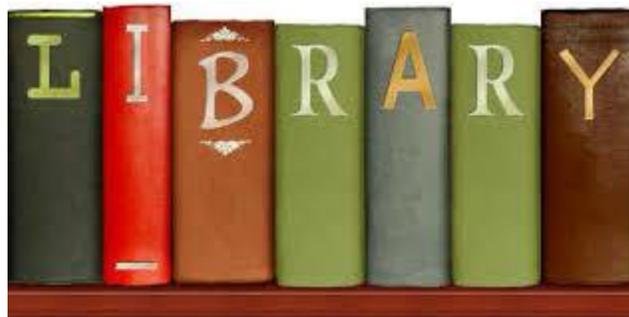
Significant Accomplishments: Most nominations are heavy on listing accomplishments – in other words, a task list. That’s OK for a starting point, but tells us more about how your employee made it happen. What new approaches were used; how did they problem solve; how did they move the paradigm to accomplish the results? Without that person’s innovative thinking, what would have been lost? How did the customer’s react? Did the performance inspire you, as the manager, to expand the employee’s portfolio of work and responsibility? Move past just an accomplishment task list and help the judges understand more about how obstacles were overcome and creative thinking and problem solving was applied.

Benefits Derived from Employee’s Actions: This is the place to quantify the value of the accomplishments. What does it mean to our bottom line? What is the short and long-term benefit to Reclamation, our customers, and the taxpayers? Why was the work important enough to nominate this employee?

Professionalism Exhibited: Your administrative professional not only accomplished special things that brought significant quantifiable benefits, but they did it in a professional manner. How did they communicate, either within the office or with customers? How did they work with people in stressful situations? Are they a team player? Do they help mentor younger less experienced staff? What do they bring to the overall office environment, both in good times and in difficult periods? This may be less quantifiable than benefits and accomplishments, but equally critical to a successful and productive office where people enjoy working in a positive environment.

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What’s up with the library?



By Chantel Bouchard

We have been moving, moving, moving! Not only have we condensed over 20,000 books we have made tedious work to ensure if we don’t have it that another library does. Whether within Reclamation, out in the various public libraries, or even online every book/resource material has its place and we are here to help you find it.

Part of our major process has been to divide up each book into Reclamation’s regions and state published sections, like Pacific Northwest, Mid-Pacific, Lower Colorado, and Arizona, New Mexico, Colorado, and etc. Within our own state, we’ve divided them even farther for archives and Universities. In doing that we have made a great relationship helping each other fill in the gaps for each other’s collections. We had the honor of touring the state archives and how they ran their system and helped their patrons. Prior to that I



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helped Denver's library clean out their collection and learned how careful they were to insure that they didn't get rid of rare one of a kind publications.

Once the books are moved up to their permanent spot in the central files room they will be easily accessible for you the patron. They will be divided alphabetical into projects first, and then their feature. From there all the books will received a brand new call number and any books that did not have a barcode will get one, insuring all books are accounted for. Opac is the user friendly website that you will be able to search any reference materials within Reclamation, which will reflect a better accurate collection of what we have. Once everything comes together the library will be the library that you need it to be!

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Hadrosaurs Tracks



While hiking on Reclamation land around Elephant Butte a month or so ago, a local resident found what appeared to be dinosaur footprints near an arroyo.

Albuquerque Area Office archaeologist Mark Hungerford and Dr. Spencer Lucas, the Curator of Paleontology at the New Mexico Museum of Science and History, recently traveled down to assess the find. They identified the tracks as being made by two individual Hadrosaurs about two meters (or 6½ feet) high, walking in opposite directions.

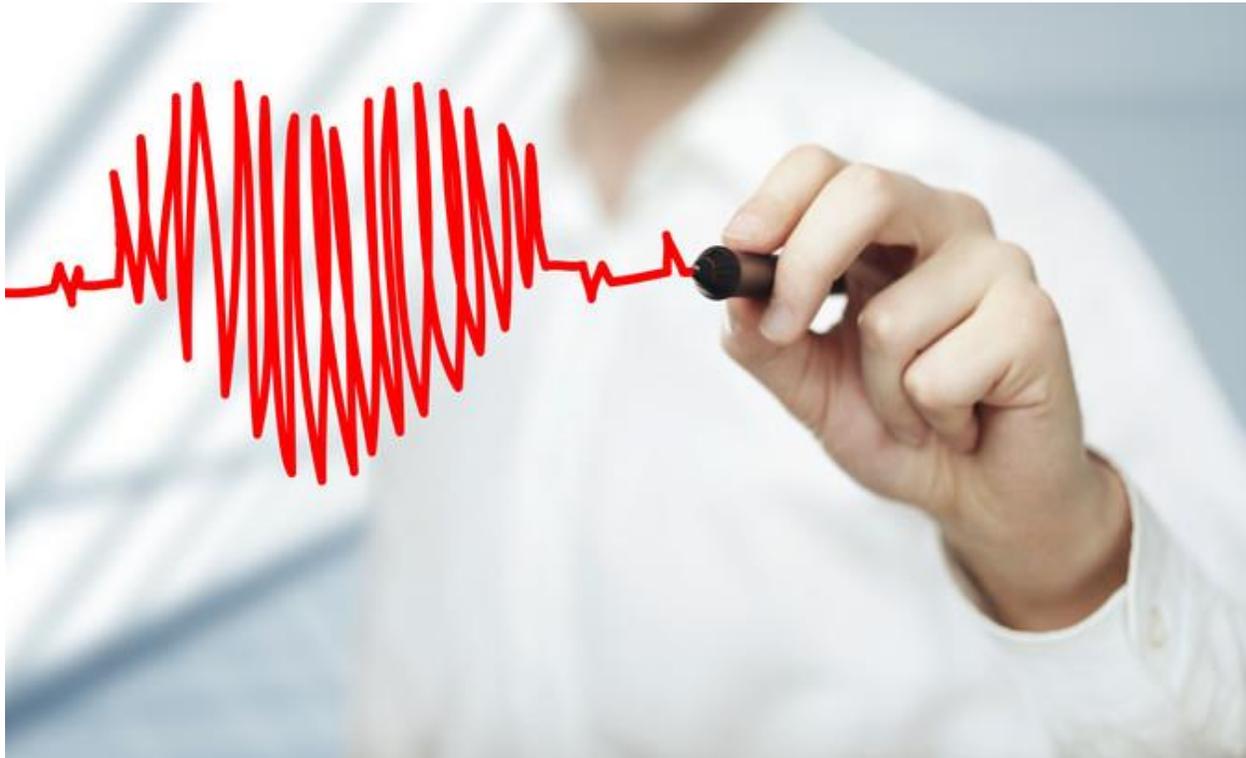
Hadrosaurs were bipedal herbivores, also known as “duck-billed” dinosaurs. Interestingly, paleontologists speculate that Hadrosaurs had a unique hinge between the upper jaw and the skull, unlike that of any current species.



The tracks were created in sandy soil, during the Cretaceous Period, approximately 80 million years ago. The footprints would have been made in sand, and then gently buried by the next deposition of rock. The arroyo had to erode at just the right level to expose them. At that time, most of the state was covered by an inland sea, known at the Museum of Natural History as the New Mexico Seacoast. The footprints were found in strata known as the Crevasse Canyon Formation. This is the first set of dinosaur footprints found in Sierra County, but Dr. Lucas and Mark Hungerford believe that there are more footprints to be found in the area.

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Safety Front and Center Heart Attack and Stroke



Most of you wouldn't connect safety in your work place with the risks associated with heart attacks and strokes. Well I would like to try to change your thinking about this.

We all face a host of safety issues in our work environments throughout this great Region. What do you think your safety risks are at work as compared to your risks of having a heart attack or stroke? Here are some numbers for you to ponder.

- In 2014 there were 4,679 fatal workplace accidents reported in the United States.
- In 2014 there were over 3 million non-fatal workplace accidents reported in the United States. That is a rate of 3.2 accidents per 100 workers. (From this, you can estimate the total number of workers to be at least 93,750,000 workers).



So in round numbers, your risk of being killed in a workplace accident is about 4,769 in 93,750,000 or about 0.005% (about 5 fatalities in 100,000 workers per year).

- Approximately 800,000 people die from heart attacks and strokes every year in the United States. Of those, about 150,000 of these deaths are people under the age of 65.
- The population of the United States is currently about 322,000,000 and approximately 7% of this population is 65 or older. This leaves approximately 300,000,000 people in the United States below the age of 65.

So again in round numbers, for those of you under that age of 65, your risk of having a fatal heart attack or stroke is about 150,000 in 300,000,000 or 0.05% (about 50 fatalities in 100,000 people per year.)

Statistically, you have a risk of dying from a heart attack or stroke that is approximately 10 times greater than the risk that you die from a workplace accident. **10 times!!!**

So while your Safety Council works hard throughout the year to protect you from the hazards in your work environment, what are you doing to protect yourself from the risk of having a heart attack or a stroke? If you are having trouble answering that question, maybe it's time to make some changes. Sure would make a good New Year's resolution. Happy Holidays!

From your Regional Office Safety Council

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60th Anniversary of Rosa Parks Taking a Stand Human Rights Month



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The 42-year-old seamstress and secretary of her local NAACP chapter defied Jim Crow laws that called for the separation of the races by refusing to move to the back of a bus to allow a white man to have her seat.

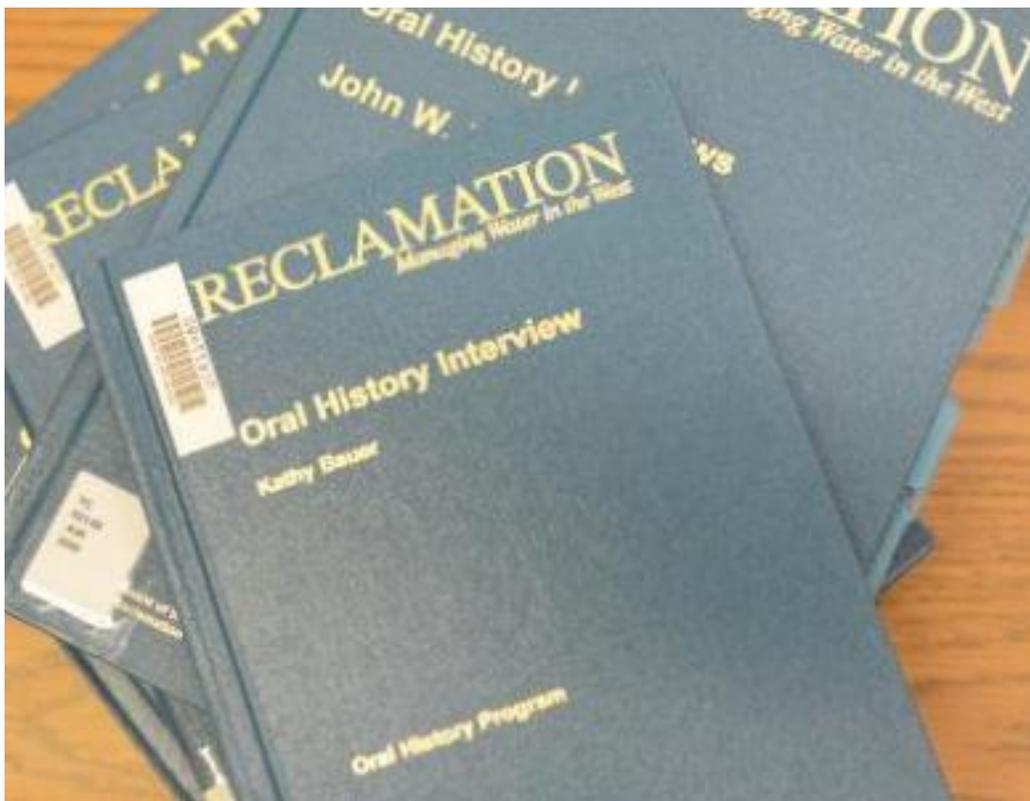
That defiant act in Montgomery, Alabama, in 1955 was a pivotal point in the civil rights movement and transformed Parks into a symbol of the struggle. Social media marked the day and remembered her, with some taking note of the current plight of African-Americans.

Parks died in 2005 at the age of 92. In a 1995 interview, she said she wasn't angry about being asked to leave her seat, just resolute.

"I don't remember feeling that anger, but I did feel determined to take this as an opportunity to let it be known that I did not want to be treated in that manner and that people have endured it far too long," she said.

For more information, visit [CNN](http://www.cnn.com) website.

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Oral History Spotlight

The UC Regional Library has a collection of 110 oral history interviews conducted by Historians, with various Reclamation employees throughout the years. The oral histories capture candid “in their own voice” memories of employees and their experiences working for Reclamation. The oral histories preserve information about Reclamation that would not normally appear in Reclamation’s official records.



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Contents of the oral histories range from the humorous to reflective of the situation at the time, and all are informative!

Oral History Interview
Thomas J. Aiken

After his service in the military, Mr. Aiken began his three-decade career with the Bureau. In 1974, he joined the Mid-Pacific Region as the Administrative Officer for the Auburn Dam Construction Office, from 1984 to early 1993, Mr. Aiken was the Assistant Regional Director for Administration, overseeing such functions as personnel, budget, finance, procurement, and computer processing. In 1993, Mr. Aiken received his final and perhaps most challenging position with the Bureau, that of Manager of the Central California Area office. What follows are excerpts from Mr. Aiken's oral history book:

How the Area Office Expanded the Project Office
Previously Housed at Folsom Dam

Well, the Folsom office existed before. What was here before was a project job that, of course, was just involved with strictly Folsom Dam, Nimbus Dam, just this close locale. Then with the area office concept, and, of course, we expanded over to Lake Berryessa and down to New Melones and folded all of that into this office. This position in those days was called Project Superintendent instead of [Area] Project Manager, because it was just one leg of the CVP [Central Valley Project].

When the Gate Failed the Reservoir Was Full, and When Brought under Control the Remaining
Water Was What Would Have Been in the Lake in a Normal Water Year

We had the stop logs in place and regained control of the lake by the middle of August. So, without looking at the records, it was probably within three or four weeks. In terms of water, that was one of those really good water years and we had a full reservoir. On July 17th, the reservoir was virtually full, and rarely do we have a full reservoir at that date. Under average conditions, we're drawn down. Actually, by the time we gained control of the reservoir, we were about at the elevation that we would have normally been in if it had just been an average water year and we were operating under normal conditions.

Operations Were Adjusted Because of the Failure of Gate 3,
but Folsom Refilled the Following Year

The fact that we refilled the following year— well, we did two things in terms of water. We cutback the releases that were being made at Shastato a degree, and the state cut back their releases at Oroville to a degree, so there was some savings there of water, because we were making up the difference in the Delta. So we were able to save some water that year, but, more importantly, the following winter we refilled the reservoir. So there was no real loss of water, so to speak.

To read the full interview Thomas J. Aiken [click here](#), or if you prefer a hard copy contact [Chantel Bouchard](#), Regional Office Library Coordinator.

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Front Office Holiday Video



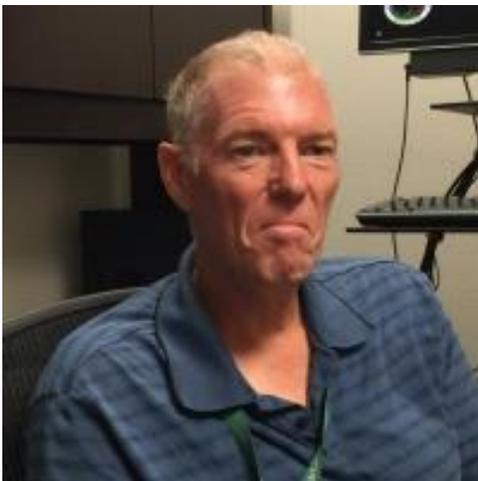
As we celebrate this holiday season, ending the old year, and rolling into the New Year, take a moment to check out the holiday greeting from the Front Office and the wishes from the Upper Colorado Region at <https://youtu.be/sKZ8D5wTgmM>.

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Who's New

James "Red" Lane

Albuquerque Area Office – Supervisory Information Technology Specialists



James (Red) Lane is the new Supervisory IT Specialist in the Administrative Services Division of the Albuquerque Area Office.

I came to Reclamation because I was interested in the job here. Previously, I was working for the Department of Defense, in the 355 Force Support Squadron, at the Davis-Monthan Air Force Base in Tucson, Arizona. My job there had no sideways or upward mobility. I saw this job and thought it seemed like an interesting opportunity.

My family includes my wife, Petra, and four children – daughters Michelle, Ashley, and Stephanie, and a son Joshua, along with four grandchildren, and one more on the way. Our home also



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includes our dog, Rusty, and our cat, Fluffy.

I think I have a real talent for customer service and take pride in helping people out. I retired from the Air Force on October 1, 2001, where I was a Food Service Specialist. I really learned the importance of customer service in my military career.

My hobbies include reading, hiking, and racquetball. I speak English, and a little bit of German.

My favorite book is the Bible and I enjoy Christian movies and books as well. Right now I'm studying the Mormon religion. I enjoy classical music and I like the character of Gibbs on NCIS.

One of my favorite places to visit is my wife's hometown, Neustadt an der Weinstrasse, centrally located in Germany. We have lots of family there and there is some nice hiking nearby.

If I had to describe myself in one word, it would be "joyful." My motto is "we do our work so you can do your work." I think this is an apt way to describe our role in IT.

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Tony Lampert

Albuquerque Area Office – Technical Services Division



Tony Lampert is a Civil Engineer with Robert Padilla's River Analysis Group in the Technical Service Division of the Albuquerque Area Office.

I graduated from the University of Nebraska, Lincoln, in 2011 and spent 4½ years working with the U.S. Department of Agriculture National Resources Conservation Services in Saint Paul, Nebraska, focused on irrigation and livestock issues. When I saw the job opportunity at Reclamation, I was drawn to the possibility of doing work on the river.

I moved out to Albuquerque with my fiancée, Marlee, a nurse in the University of New Mexico Hospital's psychiatric unit, and our Boston Terrier, Angus.

My hobbies include hunting, fishing, and riding motorcycles. My favorite genres of movies and books are sci-fi, horror, and comedy. My favorite TV character is Daryl Dixon, from The Walking Dead. I like to listen to Texas country music. One of my favorite places is Frankfort, Michigan, in the northern part of the state. It is a beautiful and peaceful place surrounded by Lake Michigan and Lake Betsie and is the gateway to Sleeping Bear Dunes National Lakeshore.

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In Transition

Henry “Hank” August Dhieux December 19, 1942 – November 14, 2015

Henry “Hank” August Dhieux, surrounded by his wife, Linda and daughters, Michelle and Joelle, passed away on Nov. 14, 2015 at the age of 72.

Hank was born in Boulder, Colo., on Dec. 19, 1942. He was the second child of Henry and Julienne Dhieux of Louisville, Colo. He was blessed with two wonderful sisters, Julie King and Betty Ann Graham.

At the age of 17, Hank joined the Navy and proudly served our country for four years. Thereafter, he met the love of his life, Linda Kathleen Gibbons. They married at St. Louis Catholic Church in Louisville, Colo. on Aug. 6, 1966. Hank and Linda had two daughters, Michelle Louise and Joelle Julienne. They moved to Coal Creek Canyon, Colo., to raise their girls in the mountains, a place he loved. Hank worked at Coors Brewery in Golden, Colo. as a maintenance foreman for more than 20 years.



In 1977, Henry and his family moved to Page, where Hank worked at SRP and later retired as the maintenance supervisor for the Glen Canyon Dam. His daughter, Michelle, married John Stringfellow, of Page in May of 1987 and they had three children: Mallorie Marie (23), Jacob Henry (19) and Megan Kaye (16). His daughter, Joelle, married Kody Oizumi, of Page in July of 1989 and they had two daughters: Logan Michelle (17) and Payson Dawn (14).

Hank enjoyed hunting, fishing and the outdoors. He shared that joy with his cousin and dear friend, Jules Junior and his wife, Diane, and family. Henry loved living in Page, working as a tour guide on the Colorado River and in Antelope Canyon and visiting with his friends. Henry’s life will be celebrated with his family in Colorado alongside his favorite river and fishing spot.

Henry was a loving husband, father, grandfather, son, brother and friend. He will always be remembered for his love of the outdoors, his sense of humor and his devotion to his family.

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What Is the Media Saying About Reclamation This Week?

[Lowering the Levels in the Reservoirs Feeding the Colorado River into the Grand Junction](#)

[Shasta Dam Fish Spawn Not Reaching the Ocean](#)

[Sharing the Colorado River](#)

[Lawmakers question EPA reports that reference Colorado agency’s involvement with Gold King spill](#)



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[Meeting held for replacement of spillway at Hyrum Reservoir](#)

[Developers no longer seek Bountiful's OK for controversial Davis County land swap](#)

[PHOTO OF THE DAY: 11.19.15](#)

[Colorado floats unprecedented plan to tackle water challenges](#)

[Letter: Lake Powell Pipeline a big gamble](#)

[Council eyeballs old landfill](#)

[Editorial: Lake Powell Pipeline must have realistic financing plan in place](#)

[It's time to let Lake Powell go](#)

[The EPA's horrible response to Navajo Nation following Gold King Mine disaster](#)

[Remembering the Grand Canyon's Legendary Protector](#)

[Flow makes Blue Mesa icing target a slow go](#)

[Pipeline proposal: climate change increases water needs](#)

[Op-ed: Extend land and water fund that has done so much for Utah](#)

[Researching seabirds in Alaska](#)

[Lake Powell Pipeline Preliminary Licensing Proposal submitted to Federal Energy Regulatory Commission](#)

[New reports out on pipeline, but opponents asking about cost](#)

[In a Groundbreaking Move, Pueblo of Sandia Donates Water to Birds and Other Wildlife](#)

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High scalers at Glen Canyon Dam.

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Reclamation Trivia

Here's this week's set of questions:

1. According to the Information/Briefing Memorandum provided by the Provo Area Office, _____, was constructed from _____.
2. Becky Begay explained how one would introduce themselves utilizing the Dine clan system by stating- “ _____
_____.”
3. Hadrosaurs were _____, also known as “ _____” dinosaurs.

Last week, We asked,

1. Mrs. Jacqueline Gomez-Arias has been the Executive Director for **Latino Behavioral Health Services** in Salt Lake City, Utah, for over **20 years**.



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2. Earl Herrera, a Navajo Medicine Man, had a message mainly focused on **Hózhó** which means “**living in a manner that strives to create and maintain balance, harmony, beauty and order**”.
3. Jay facilitated a study on the Upper Colorado Acquisition Program, which produced **195 ideas** and **14 recommendations** to improve the effectiveness and efficiency of the program.

Last winner was – **Louise Hancock**

Please use this [link to send your answers](#). To be fair we will draw names from the winners and one person will receive a prize. We will reach into the prize bin for something suitable for the winner...as long as supplies last.

[Return to UC Today](#)

