



## USO HAWAI'I TO PRESENT "A SALUTE TO OUR TROOPS"

**Karen S. Spangler**

*Assistant Editor*

USO Hawai'i will host a day-long tribute to thousands of Hawai'i-based military service members when it presents "A Salute to Our Troops" on May 6 in Waikiki.

The event will kick off with a parade beginning at 9:30 a.m. which will start at Fort DeRussy, continue down Kalakaua Avenue to Monsarrat Avenue and end at Kapiolani Park. A marching unit of about 100, including the Pacific Fleet Band and Sailors from various units, will represent the Navy.

Thousands of military personnel — many of whom have returned from or are preparing to depart for Iraq, Afghanistan and other locations in support of the global war on terrorism — will march in the parade. Various military bands and military vehicles will also be featured in the parade and a military flyover is tentatively scheduled.

"We are proud to be hosting this tribute to the thousands of military men

and women with ties to Hawai'i," said retired Army Gen. Fred C. Weyand, event chairman. "With the overwhelming support of local businesses, USO Hawai'i is presenting an outstanding lineup of entertainment, exhibits and food. Everyone should plan to spend the whole day at the event," added Weyand.

Some of the sponsors of "A Salute to Our Troops" include BAE Systems, Chevron, Harold K.L. Castle Foundation, First Hawaiian Bank, Hawaiian Electric Company, Lockheed Martin, TesoroHawaii and TriWest Healthcare.

Senior Chief Engineman(SW) Damon McLaughlin, coordinator for the Navy's participation in the parade and maintenance material manager for USS Paul Hamilton (DDG 60), discussed the importance of the parade to salute the troops. "They are all role models of our world's finest military, both in spirit and character. I think it's a great way of honoring those that have served before us, or are currently serving our country on the front lines or from a distance," he said.

Top national and local performers

will offer a musical salute to the troops at a free outdoor concert, which will begin at noon at Kapiolani Park.

Grammy-award winning rhythm and blues artist John Legend will headline the show. Legend was awarded three Grammys last month for Best New Artist, Best Male R&B Vocal Performance and Best R&B Album. He will be joined by such noted local artists as Makaha Sons, Kapena, Seminole County, and more.

The day's events will also feature fun for the entire family, including keiki activities, exhibits and food booths. Military families will be able to park at Kapiolani Community College and take trolleys to Kapiolani Park and back.

USO Hawai'i's mission is to enhance the quality of life of U.S. Armed Forces personnel and their families when they arrive in Hawai'i and to create a cooperative relationship between the U.S. military and the various supporting civilian communities. The USO is a non-profit, charitable organization chartered by Congress.

For more information about the May 6 event, call 836-3351 or visit [www.usohawaii.org](http://www.usohawaii.org)

# Junior Officers' Spouses to host second seminar

Karen S. Spangler

Assistant Editor

The Junior Officers' (JO) Spouses will host their second seminar this year, "Bloom Where You Are Planted," from 6:30 to 8:30 p.m. May 11 at Lockwood Hall, Naval Station Pearl Harbor.

At first glance, the seminar promises to deliver dynamic guest speakers, funny skits and an opportunity to socialize with other spouses.

While it will be all of those things, its impact will be more far-reaching. The seminars also play a significant role in supporting and enhancing the role of the junior officer spouse, providing avenues for growth and empowerment.

"The seminars not only provide information, but also provide a support system and an outlet for spouses to connect with other spouses who are going through similar experiences. The idea is that the more engaged a spouse becomes, the more positive the experience," explained Melissa Hall, a committee member for the Junior Officers' Spouses seminars.

"The more positive the experience, the happier the spouse is and the happier the military member is. If the military member is happy, then he or she is able to perform his or her job better. Supporting JO Spouses helps the wardroom to fill the role of a supportive ohana," continued Hall.

Rear Adm. John Jay Donnelly, deputy commander and chief of staff, U.S. Pacific Fleet, will be the speaker at the May seminar. "Adm. Donnelly is going to be emphasizing the spouses' role and why the spouse at home is important and what their

role is," said Felicia Horton, an advisor for the Junior Officers' Spouses organization.

"The military is going through changes in how we operate. There are lots of sea changes occurring, more deployments and more impact on the home front," Horton explained, noting that the JO Spouses' organization plays an important role in helping the JO spouses as they learn to navigate their role in the command.

all talked about the focus of the May seminar. "We have some great things planned for understanding Oahu better - as well as the Navy - so that each spouse can make the most of his or her time here in Hawai'i as well as in the Navy. Not all spouses are in this for 20 years and that is okay. The idea is no matter whether your commitment is for three years or 20 years, you can have a positive experience," she said. "This second seminar really will have a broader appeal to spouses that have never experienced a deployment as well as those that are seasoned," she added.

Hall said that the first seminar, "Making Connections," was held in March and featured a fashion show which depicted "the different definitions of aloha and what aloha is not." She noted, "We then had an open discussion about personal struggles and experiences. It was all about making connections and becoming engaged. We focused a lot on brand new military spouses."

"We hoped the spouses would take away three things from the first seminar: (1) some information that would make them more comfortable at their next command function, (2) make a connection

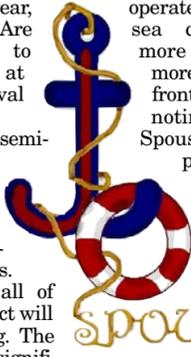


Photo by Ashley Ryan

Members of the committee for the Junior Officers' Spouses' Seminar meet to plan the upcoming seminar for May 11. The theme for the seminar is "Bloom Where You Are Planted."

with another spouse and realize they are not alone in their experiences, and (3) to realize how incredibly special they truly are and how integral their support is to the command and wardroom," Hall continued.

The Junior Officers' Spouses plan to hold three seminars each year. The information presented will be driven by the group's mission statement "to provide information and resources that will empower the JO spouse to be a positive, active participant in the Navy and Coast Guard community and enhance his or her Navy/Coast Guard experience."

Horton emphasized the key role of the JO Spouses' seminars in serving as a support system for young spouses and

how that impacts the Navy. "I really believe that isolation is the enemy of the Navy spouse. Anything that we can do to foster camaraderie and deliver support to young spouses at home with young children will exponentially improve the role of the military," she said.

"I am so encouraged by what they [JO Spouses] bring to the table - they're energetic, educated and wanting to matter and make a difference," remarked Horton.

The JO Spouses' seminars are open to spouses of Navy and Coast Guard personnel in the ranks of O1, O2 and O3.

To attend the seminar, RSVP by calling 473-4222, ext. 271 or email hawaii-jospospouses@hotmail.com.



Photo by Ashley Ryan

committee members from the Junior Officers' Spouses post a sign advertising the upcoming seminar that will be held May 11 at Lockwood Hall.

## NEX at Pearl Harbor - one of 'Top 10 Best Places to Work in Hawai'i'

Story and photo by  
Laarni Gedo

NEX Marketing

For the second consecutive year, the Navy Exchange (NEX) at Pearl Harbor earned a place in Hawai'i Business Magazine's Best Places to Work issue - placing fifth out of 10 in the large company category. Representatives from the magazine announced the winners during a dinner ceremony held at the Sheraton Waikiki on March 28.

In 2005, Hawai'i Business Magazine published its first Best Place to Work issue. The NEX placed 17th out of 25 companies. This year, Hawai'i Business Magazine made slight changes to the judging system and created two categories: one category included companies that employ 100 people or more and another category for companies that employ less than 100 people. With an average employment of 1,250 people, the NEX at Pearl Harbor has the second largest workforce among the 10 businesses in its category.

Many reasons justify the company's top 10 ranking. NEX Hawai'i District Manager Michael Cottrell, who is also the company's general manager, said that one of the reasons the NEX at Pearl Harbor is one of the best places to work in Hawai'i is that each associate feels that "they are all a part of this - for they, our associates, are the Navy Exchange." Cottrell said that this sense of ownership promotes a common goal for the hundreds of employees at the NEX to embrace the concept of exceeding customer expectations.

"It's all a matter of spirit, enthusiasm and attitude," Cottrell said of the company's success.

According to Hawai'i Business Magazine, a total of 30 companies registered to participate in the Best Places to Work issue, but only 20 companies received scores high enough to make them one of the Best Places to Work in Hawai'i. The rankings are based on the organization's policies, practices, various demographic information, and the result of a 65-question survey administered to the employees (individual employee survey results were not shared with the employer, ensuring employees' anonymity).

Employees find the benefits package offered by the company the most appeal-



An associate in the jewelry department at the Pearl Harbor Navy Exchange helps a customer with a purchase. The exchange was named one of the "10 Best Places to Work in Hawai'i" by Hawai'i Business Magazine. It was the second consecutive year that the exchange earned the award.

ing asset of the NEX at Pearl Harbor. This includes the shopping privilege (23 percent savings plus sales tax), annual and sick leave, leave sharing, medical/dental, 401K, pension, short-term and long-term disability, long term care, and access to MWR and Navy Lodge facilities.

"It's so much cheaper at the NEX. The shopping privilege is great, especially with the rising cost of goods," said Shawn Washington, Autoport supervisor.

Washington, who has been working for the company for 10 years, also said that flexibility is the other reason he thinks the NEX is one of the best places to work in Hawai'i. "We offer such a wide range of positions that we can pretty much choose the schedule that best fits our lifestyle," he offered.

Besides flexibility and an attractive benefits package, the company also offers programs like NEXSTEPS, which helps associates develop their career in the NEX. Guy Fullen, the program administrator and also the human resources assistant manager, takes pride in the program and the success of its graduates. The human resources department's role in helping cultivate careers is also a part of what makes the NEX one of the best places to work in Hawai'i.

"I'm proud to be part of a successful organization," Fullen said. "I want to be part of the success. I enjoy watching oth-

ers succeed, too. To continue our success, we need to keep selecting and training positive people who want to be part of our collective success."

Fullen has been employed at the NEX for over 12 years. "I enjoy being associated with an organization that serves our nation's finest," he said. "I wanted to continue serving in some capacity after I got off active duty in 1988. I also enjoy the immediate feedback we get every day from our customers. I enjoy coming to work each day because every day is different. I feel appreciated, too."

The feeling of appreciation is a common sentiment in the company, which organizes at least two employee awards ceremonies and two employee appreciation barbecues every year. Besides these events, the NEX also shows associate appreciation through its reward programs like the Perfect 10, Canoe Race and the Mystery Shopper Picks which not only include certificate recognition, but also gift cards.

Like any relationship, communication is vital to the company's success. Throughout the year, associates are able to voice their opinions and concerns through management or via anonymous or signed letters to Cottrell through the "direct to the director" program. In addition, the company's success in terms of employee satisfaction is a continuous process through the Associate Satisfaction Index (ASI) Survey. In the latter part of last year, several changes that were questioned and requested through ASI were addressed and solved. The vending department, for example, raised several concerns that asked for a better facility and the addition of shorts to the uniform set because of Hawai'i's warm climate. After reviewing the concerns, the issues were addressed, approved and fixed.

Tobey Woodard, vending manager, said that the associates are much happier. "They're happy with the uniforms, now they have options," he said. "It's a continuous thing - we ask them to communicate to us so we know to address the problems should they arise."

There are many reasons the NEX is one of the best places to work in Hawai'i and there simply is no one best thing, said Cottrell. "For some, it's the great people who work here, for others it may be convenience, and for others it may be the great benefits. There are so many reasons why the exchange is such a great place to work. I love our mission and have a passion to make the NEX the best place to work and shop," he remarked.

## The great Easter harvest



Photo courtesy of Forest City Residential Management

Children enjoyed gathering Easter eggs at the Easter Eggstravaganza on April 15 at Moanalua Terrace Park on Radford Drive. The event was sponsored by Forest City Residential Management for Navy families living in neighborhoods managed by Forest City.

# STORY IDEAS

Contact the HNN editor for guidelines and story/photo submission requirements:

Phone: (808) 473-2888

Email: [hnn@honoluluadvertiser.com](mailto:hnn@honoluluadvertiser.com)

## Hawaii Navy News

# Skylark Central

## History mystery



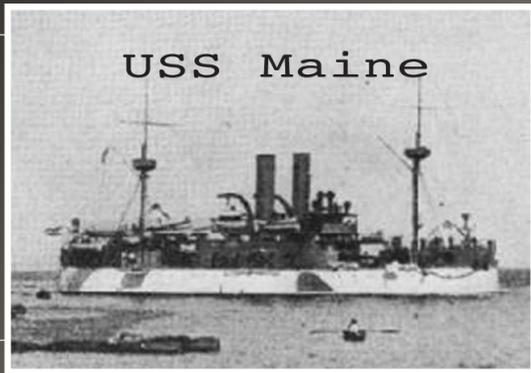
On May 4, 1961, Navy pilot, Cmdr. Malcolm D. Ross, USNR, and medical observer, Lt. Cmdr. Victor A. Prather, Jr., ascended in two hours to over 110,000 feet in Strato-Lab 5, a 411-foot hydrogen filled balloon. This was the highest altitude attained by man in an open gondola. Tragically, Prather drowned during the recovery.

**What U.S. Navy ship launched the balloon?**



## Last week

- A second-class battleship built between 1888 and 1895.
- Sent to Havana in January 1898 to protect American interests during the long-standing revolt of the Cubans against the Spanish government.
- In the evening of Feb. 15, 1898, this ship sank when her forward gunpowder magazines exploded. Nearly three-quarters of the battleship's crew died as a result of the explosion.
- While the cause of the explosion is still unsettled, contemporary American popular opinion blamed Spain and war followed within a few months.



## Know your Navy

In the "Sailor's Creed," what sentence comes right after this line:

"I proudly serve my country's Navy combat team with honor, courage and commitment."

Last week's question...

What U.S. battleship suffered an explosion in its #2 gun turret in 1989 killing 74 Sailors?

Answer...

USS Iowa (BB61)



# MWR

Editor's note: Every effort has been made to provide the most up-to-date information at the time of publication. However, scheduling of these events is subject to change. It is recommended that you call the contact numbers for the individual events to determine whether or not the activity will be held. For more information (FMI): visit [www.greatlifehawaii.com](http://www.greatlifehawaii.com)



## Outdoor Adventure Events

### May

- 6:** Learn to surf, 9:30 a.m., \$15. Register by May 3.
- 7:** Manana Ridge Trail, 8:30 a.m., \$7. Register by May 3.
- 13:** Sunset horseback ride, 4 p.m., \$85. Register by May 10.
- 14:** Mother's Day Pokai Bay kayaking, 9 a.m., \$15. Register by May 10.
- 20:** Palikea Hike, 7:30 a.m., \$10. Register by May 17.
- 21:** Alpine Tower, 9 a.m., \$20. Register by May 17.
- 27:** Hauula family hike, 9 a.m., free. Register by May 24.
- 28:** Surf kayaking, 9 a.m., \$15. Register by May 24.



### CONCERT IN THE PARK

Come to a Concert in the Park at 6:30 p.m. **today** on the grassy knoll behind The Banyans at Naval Station Pearl Harbor. The series of outdoor concert performances will be held on the fourth Friday of each month. This month features one of Hawai'i's most respected jazz ensembles.

The Big Band is an 18-member jazz ensemble performing many diverse styles, ranging from the timeless classics of big band swing to exciting contemporary jazz. Roll out your blanket and enjoy a picnic at dusk. If you don't feel like cooking, you can pre-order a picnic bento for \$5.50 per person from A Catered Experience at The Banyans. Orders will be taken up to the **Tuesday** prior to the event - call 473-1706. Upcoming concert dates are May 26 and June 23. FMI: 473-0606.



### MARINA FAMILY FUN DAY

Bring the family to Rainbow Bay Marina on **April 29** for a day of fun in the sun at Marina Family Fun Day. There will be free outrigger canoe paddling, sailing, kayaking, paddle boating, bounce house and other activities from 10 a.m.-2 p.m. Free food will be available from 11 a.m.-1 p.m. FMI: 473-0279.

### FAMILY FITNESS FRIDAY

Family Fitness Friday Happy Hour will be offered from 5-6 p.m. on **Fridays** at Bloch Arena. The activity is free and provides an opportunity for families to work together on fitness goals. Participants learn how to stay fit with their children, under the guidance of a certified specialist. Workouts include a variety of equipment, appropriate skill level and partner exercises. The family fitness hour is open to parents and their children ages 10 and up (no more than two children per adult). Reservations recommended. FMI: 473-0793.

### WHALE WATCHING SPECIALS

Enjoy whale watching on a Pacific Splash Whale Watching cruise. Navy ITT offices have an assortment of cruise options to fit patrons schedules and budgets. FMI: 473-1190.



### DEEP-SEA FISHING

Go deep-sea fishing and catch the big one aboard the "Coreene C," a 47-foot sport fishing boat that holds the I.G.F.A. World Record for Unlimited Class: 1805-pound blue marlin. Full and half charters are offered. The cost includes bait, tackle and equipment. FMI: call the Rainbow Bay Marina at 473-0279 or Capt. Joe Irvin at 386-9024.



- May 1:** WWE wrestling and free food, 5 p.m. at LIP, free.
- May 2:** Outback night (favorite "down under" flavors in Waikiki), 6:30 p.m., bring money.
- May 3:** Wacky Wednesdays at Beeman, 6:30 p.m., free.
- May 4:** Honolulu Zoo, leave LIP at 11 a.m., \$10.

### Weekly events:

- Sunday:** Chess tournament, 6:30 p.m.
- Monday:** 8-Ball tournament (Beeman Center)- 7 p.m.
- Tuesday:** 8-Ball tournament - 7 p.m.
- Wednesday:** Game show - 6:30 p.m.
- Thursday:** 9-Ball Pool tournament - 7 p.m.

# Communit

To have your activity or event featured in the Community Calendar, e-mail your requests to [hnn@honoluluadvertiser.com](mailto:hnn@honoluluadvertiser.com) or fax 473-2876. Deadline is Thursday for the following week's issue. Items will run on a space available basis and must be resubmitted every four weeks.

### April

**Through May 31 - Road construction near NEX** - There will be delays in vehicle and pedestrian traffic near the Navy Exchange (NEX) due to road improvements on Bougainville Drive and the Bougainville/Valkenburgh intersection. The construction will affect the following NEX areas: Home Gallery, Outdoor Living Center, Pet Stop, customer pick-up and nearby areas.

**29 - Car wash to benefit Navy Marine Corps Relief Society** - Navy Marine Corps Relief Society will hold a car wash from 9 a.m.-1 p.m. at building 1754; First Lieutenants, on South Avenue. FMI: 423-1314.

**29 - Fashion Show by Iolani** - In celebration of May Day, attend a fashion show by Iolani from 1-2 p.m. at the NEX at Pearl Harbor. Also enjoy a live performance by Manoa DNA.

**29 - Gary Oda art signing** - Meet artist Gary Oda of Arts Hawai'i at the NEX at Pearl Harbor from 11 a.m.-2 p.m. Oda will feature his latest etched glasswork. Customers will receive 20 percent off all Arts Hawai'i Products between April 29 and May 5.

**29 - Na Papa Hula o Noelani live performance** - From Wahiawa, Na Papa Hula O Noelani, under the direction of Noelani DeVincent, will entertain patrons and guests of the NEX at Pearl Harbor with their graceful hula dances. The hula halau will perform in the rotunda at 2 p.m.

**29 - Raiatea Helm appearance** - Catch a performance by the multi-award winning singer and stay for an autograph at noon at the NEX at Pearl Harbor.

**29 (also May 20) - Pouhala Marsh Clean-up** - Work days have been scheduled for cleanup of pickle weeds at the north end of Pearl Harbor's West Loch. Volunteers are needed to help with the project from 8 to 11:30 a.m. FMI: 473-1203 or email [adeline.lopes@navy.mil](mailto:adeline.lopes@navy.mil) or Pauline Kawamata at 955-0100, ext. 18.

**29 - Roxy surfs into the NEX** - Join Roxy Quiksilver at the NEX at Pearl Harbor from 11 a.m.-1 p.m. Roxy team surfers will sign autographs and give away free stickers in the juniors' department.

### May

**1 - Na Papa Hula O Noelani performance** - Celebrate May Day with the grace and beauty of hula performed by Na Papa Hula O Noelani beginning at 2 p.m. at the NEX at Pearl Harbor.

**1 (through June 15) - Youth soccer registration/camp** - Pre-registration for the fall youth soccer season for American Youth Soccer Organization (AYSO) Region 188 (Pearl Harbor and Hickam AFB) will be held through June 15. Practice will begin in August. The season will run from September through November. The cost is \$55 per person. Walk-in registration will be July 8, 14 and 22 and Aug. 5; locations will be announced. FMI: [www.soccer.org](http://www.soccer.org) and log on to e-AYSO. AYSO summer camp will be held July 10-14. The cost for the camp is \$69, \$79 and \$99. AYSO is looking for host families to house visiting coaches. FMI: [www.aysoregion188.org](http://www.aysoregion188.org) or call 834-5439.

**11 - Junior Officer Spouses' Seminar** - The Junior Officer (JO) Spouses' Seminar will be held from 6:30-8:30 p.m. at Lockwood Hall at Naval Station Pearl Harbor. The theme for the event is "Bloom Where You Are Planted." The evening will feature open discussions, funny skits, desserts, and time to make connections with other JO spouses. The event is open to the spouses of Navy and Coast Guard personnel whose ranks are O-1, O-2 or O-3. RSVP: 473-4222, ext. 271 or email [hawaiijsposuses@hotmail.com](mailto:hawaiijsposuses@hotmail.com).

**12 - First Military Spouse Appreciation Day** - The Naval Station Pearl Harbor First Class Association will sponsor the First Military Spouse Appreciation Day beginning at 4:30 p.m. at Ward Field. There will be live entertainment, activities for children, gifts and prizes, free popcorn and shave ice, and a movie. FMI: 473-0065.

**20 - Pineapple Run** - The Chief Petty Officers' Association is sponsoring the Pineapple Run, beginning at 7 a.m. at Kaala Elementary School, 130 California Ave., Wahiawa. The 6.75-mile course will begin at the school and go through Wahiawa and the adjacent pineapple fields. Runners should sign in by 6:30 a.m. to receive a timing chip. The entry fee is \$20 per person. Packet pickup will be from 11 a.m.-7 p.m. May 18-19 at the Running Room in Honolulu. Online registration closes at 11:59 p.m. May 17. FMI: 653-0192 or 653-0823.

# AT THE MOVIES

## MOVIE CALL

**Sharkey Theater**  
Naval Station Pearl Harbor  
(473-0726)

### TODAY

7:00 p.m. The Hills Have Eyes (R)

### SATURDAY

2:30 p.m. The Shaggy Dog (PG)

4:30 p.m. Failure To Launch (PG 13)

6:30 p.m. V for Vendetta (R)

### SUNDAY

2:30 p.m. The Shaggy Dog (PG)

4:30 p.m. 16 Blocks (PG 13)

6:45 p.m. She's The Man (PG 13)

### THURSDAY

7:00 p.m. V for Vendetta (R)

**Memorial Theater**  
Hickam Air Force Base  
(449-2239)

### TODAY

7:00 p.m. Failure To Launch (PG 13)

### SATURDAY

7:00 p.m. Failure To Launch (PG 13)

### SUNDAY

7:00 p.m. V for Vendetta (R)

### WEDNESDAY & THURSDAY

7:00 p.m. She's The Man (PG 13)

**Sgt. Smith Theater**  
Schofield Barracks  
(624-2585)

### TODAY

7:00 p.m. The Shaggy Dog (PG)

### SATURDAY

2:00 p.m. The Shaggy Dog (PG)

7:00 p.m. Ultraviolet (PG 13)

### SUNDAY

2:00 p.m. Aquamarine (PG 13)

### WEDNESDAY

7:00 p.m. Ultraviolet (PG 13)

### THURSDAY

7:00 p.m. The Shaggy Dog (PG)



### 16 Blocks

A troubled NYPD officer is forced to take a happy, but down-on-his-luck witness 16 blocks from the police station to 100 Centre Street, although no one wants the duo to make it.



### Aquamarine

Following a violent storm, a beautiful and sassy mermaid named Aquamarine washes ashore and into the lives of two teenage girls. After Aquamarine falls for a local, hunky lifeguard, she enlists the girls' help to win his heart.



### Failure to Launch

A thirtysomething man who still lives with his parents falls in love with the woman of his dreams and begins to suspect she has been hired by his parents as a way to get him out of the house.



### The Hills Have Eyes

The story of a family road trip that goes terrifyingly awry when the travelers become stranded in a government atomic testing zone. Miles from nowhere, the Carters soon realize the seemingly uninhabited wasteland is actually the breeding ground of a blood-thirsty mutant family. And, they are the prey.



### The Shaggy Dog

Dave learns a valuable lesson about truth and appearances when quite unexpectedly he finds himself changed into a sheepdog.



### She's the Man

Viola Johnson had her own good reasons for disguising herself as her twin brother Sebastian and enrolling in his place at his new boarding school. What she didn't count on was falling in love with her hot roommate, Duke, who in

turn only has eyes for the beautiful Olivia.



### Ultraviolet

Set in the late 21st century, a subculture of humans has emerged with a genetic mutation causing enhanced speed, incredible stamina and acute intelligence. As more people are infected and the government becomes increasingly terrified of their growing power, those with the mutation are treated as outcasts, subjected to terrifying tests and put into quarantine. The government sets out to destroy them, but one woman is determined that that doesn't happen: ultra-beautiful, ultra-lethal Violet.



### V for Vendetta

Set against the futuristic landscape of totalitarian Britain, the story of a mild-mannered young woman named Evey who is rescued from a life-and-death situation by a masked vigilante known only as "V." Incomparably charismatic and ferociously skilled in the art of combat and deception, V urges his fellow citizens to rise up against tyranny and oppression.