



Federal Asian Pacific American Council

# FAPAC

29<sup>th</sup> NATIONAL LEADERSHIP TRAINING PROGRAM

May 5 - 8, 2014, Sheraton Hotel Charlotte, North Carolina

*“Diverse Leadership +  
Expanding Opportunity :  
An Imperative for America “*

2014





United States Department of Agriculture

# Making a World of Difference

[www.usda.gov](http://www.usda.gov)

## USDA CAREER OPPORTUNITIES

- Information Technology
- Agribusiness
- Economics
- Food Program Management
- International Trade Economics
- Animal Science
- Food Inspection
- Food Technology
- Soil Sciences/Conservation
- Wildlife Biology
- Engineering
- Veterinary Medicine
- Forestry
- Loan Management/Finance

## STUDENT AND INTERSHIP PROGRAMS

- Presidential Management Intern Program
- USDA Career Intern Program
- Federal Student Educational Employment Program
- Work Force Recruitment Program for College Students with Disabilities
- USDA Summer Intern Program
- Law School Civil Rights Intern Program
- Hispanic Association of Colleges and Universities Internships
- Washington Internships for Native Students
- Student Volunteer Program
- USDA/1890 National Scholars Program

USDA employs individuals in more than 200 different programs. Please visit our web site at [www.usda.gov](http://www.usda.gov) to learn about more career opportunities.

USDA is an equal opportunity provider and employer.

Table of Contents

Message from President ..... 2

Message from Conference Chair.....3

Sponsors, Partners and Lifetime Members ..... 4

About FAPAC ..... 5

Chapter Highlights ..... 7

Year In Review ..... 8

Military Awardees ..... 10

Civilian Awardees ..... 11

FAPAC Scholarship Endowment Fund ..... 12

Greeting Letters..... 14

29th National Leadership Training Program..... 19

Keynote and Guest Speakers..... 24

Plenary Sessions..... 28

Executive Coaching ..... 35

Workshop Presenters ..... 38

Workshop Description..... 41

Students Track..... 46

Veterans Track ..... 48

Advertisement ..... 50

## Message from the President



On behalf of FAPAC it is my great honor and pleasure to extend our warmest welcome attendees of the 29th National Leadership Training Conference. Under the leadership of Farook Sait, the Conference Committee has put together a fabulous training program with seasoned presenters from across the federal government offering workshops in leadership development, communications, networking and civil rights to benefit every attendee. I hope that everyone will have something useful to take back that will benefit their work and personal life. Maintaining a totally volunteer organization, FAPAC is in the forefront to provide cost-effective training for federal employees and managers, a significant contribution in the age of austerity.

FAPAC has continued to grow and improve service to its members and promoting equal opportunity and diversity. With over 100 lifetime members FAPAC has been able to offer more local short term training focus on leadership development and signed a MOU with the U. S. Department of Education that supported our mentoring program CDHP. With the strong support of the Congressional APA Caucus (CAPAC) under the leadership of Congresswoman Judy Chu, FAPAC held a Congressional Seminar AAGEN to jointly work on projects common to our interests so we can speak with one voice on issues critical to the AAPI community in the federal government. In coordination with the White House Initiatives for AAPI, OPM and EEOC, FAPAC has kick off its innovative Challenge Team Pilot at the White House to offer federal employees to work in virtual interagency teams on Language Access, Data Disaggregation, Capacity Building and Workforce Diversity.

We have continued our coordination with various agencies and affinity groups. NCEPS (National Coalition for the Equity in Public Service), founded by BIG, FEW, FAPAC, National Image and SAIGE, have added two new members, FEDs and FEDQ, representing employees with disabilities and LGBT. NCEPS now speaks for all federal employees.

FAPAC is grateful to our volunteers, sponsors and friends who make the conference a success and we look forward to continue to working together in the coming year.

If you have any ideas and suggestions, send us a note at [fapac@fapac.org](mailto:fapac@fapac.org).

Sincerely,

A handwritten signature in black ink, appearing to read 'Kin F. Wong'.

Kin F. Wong President



## Message from the Conference Chair



For the past two years I have served as the Conference Chair under the visionary leadership of our President, Dr. Kin Wong. It has been a tiring but gratifying experience. The time and effort required to organize a successful conference is enormous. It begins with selecting the city to hold the conference. Then comes the work to contact hotels, obtain proposals and negotiate the best contract. Following this, the Conference Chair, with support from Agencies and in conjunction with key individuals must coordinate several activities. I have been most fortunate to have some of the most dedicated and talented individuals who devote many hours of work to ensure the best outcome. I wish to acknowledge the contributions of these individuals and extend my sincere appreciation and gratitude for their unstinting support. This will be my last role as Conference Chair – it is time for new blood.



Olivia Adrian has been a dynamo for many years. Whether the assignment is timely or in an exigency, she is the epitome of cool. From the Fashion Parade to the fund-raising effort of a Silent Auction, Olivia is always the leader with class.



Lily Ho has been a long-time champion of FAPAC. She is the force behind the development and printing of the Conference Book. This requires her IT skills; aesthetic talent; persistence in obtaining all the information and photographs; editing, and finally producing a professional product

that our conference book has been for many years.



Rene Lau, is a reassuring presence and excellent arranger of Social activities which the attendees have enjoyed through the years. She is loved for the most uncommon attribute – if it needs doing, I am here to do it.



Marina Milton worked so hard to develop the workshops, coordinate with the presenters and then ensure it was all submitted for printing.



Pankaj Parikh, year after year, has worked diligently with the Exhibitors, coordinated with the hotel, and always provided a great arrangement.



Grace Spence has been the force behind the audio/visual contract, and the hotel room arrangements and the menu selection for the banquets. Beyond the logistics she contacts practically every agency to ensure their sponsorship and high level executives' attendance. There is no assignment too small or too big for Grace. She is the embodiment of Nike's "Just Do It" philosophy.



Sharon Trang is the Irresistible Force of FAPAC. She is friendly, enthusiastic, "Damn the torpedoes, full speed ahead" energy of FAPAC. Without her involvement, FAPAC's student program would not have been successful.



Lique Wong moves quietly with grace and dignity but fulfills her assignments with the efficiency of a Swiss timepiece. Coordinating the dissemination of the conference information and leading the FAPAC Civilian Awards project, she has established a standard that is unparalleled.

The team of Jonathan Lee, Darrick Lee, Kaye Nitta, Gerald Tiqui, Vane Komolprasert, Jacqueline Ray-Morris, Frederick Cheng, John Kusano, Gaines Ho, Peter Nguyen, Fahmida Chhipa and many others provided invaluable service. As you go about attending the many activities each day, you will see them busy as beavers at some task. Please thank them when you get a chance for all that they do.



Under the leadership of Secretary Tom Vilsack, Assistant Secretary for Civil Rights Dr. Joe Leonard, Al Almanza, Administrator, FSIS, Ed Avalos, Under Secretary, USDA, Brian Ronholm, Acting Under Secretary, Food Safety, Tom Tidwell, Chief, Forest Service, Kevin Shea, APHIS, Team USDA is a force for transformation and has been a stalwart supporter of FAPAC as well as the other affinity groups under the National Coalition for Equity in Public Service (NCEPS). I am so proud of USDA, where I worked for almost 40 years.

Finally, thank you Mr. President, for the trust and confidence you have bestowed upon me. It has been a pleasure to serve under your leadership of utmost integrity.

## Sponsors & Partners

### Gold Sponsors

- Department of Agriculture (USDA)

### Silver

- Animal and Plant Health Inspection Service, USDA
- Blue Cross Blue Shield (BCBS)
- Food Safety and Inspection Service, USDA
- Forest Service, USDA
- GEICO

### Bronze Sponsors

- Long Term Care Partners LLC

### Partners

- Asian Fortune
- Bureau of Prisons (BOP)
- Carolinas Asian American Chamber of Commerce (CACC)
- Department of Defense (DoD)
- Drug Enforcement Administration (DEA)
- Equal Employment Opportunity Commission (EEOC)
- United States Marshals Service
- United States Coast Guard
- National Association of Asian American Professionals (NAAAP)
- National Coalition for Equity in Public Service (NCEPS)
  - Federally Employed Women (FEW)
  - Blacks In Government (BIG)
  - National Image Inc
  - Society of American Indian Government Employees (SAIGE)
  - Federal Employees with Disabilities
  - FEDQ
- National Guard Bureau (NGB)

## Lifetime Members

Olivia Adrian	Trinh Le
Jaime Arcega	Samson Lee
Maria Balolong	Susie Lee
Vi Baluyut	Janelle Ling
Patel Bharatkumar	Lisa Liu
Arun C. Basu	David Loo
Stephen Bauer	Cynthia Macri
Tina Becking	Aylene Mafnas
G.B. Bose	Sophia Mao Smith
Roger Brown	Marina Milton
Teresa Brown	Samuel Mok
Kory Cai	Binh Nguyen
Alex Chan	Hung Nguyen
Jensen Chan	Minh Nguyen
May Chan	Peter Nguyen
Philip Chan	Uyen Nguyen
David Chao	Sharon Nicholas
Janet Chen	Mien (Steve) Niu
Fred Cheng	Connie O'Connor
Kenneth Chin	Jeffrey Parish
Jim Chow	Arlin Petrungaro
Anthony Chu	Kimberly Phan
Lula Cole	Angela Powell
Elizabeth Der	Monshi Ramdass
Marcelina Dulay	Krupakar Revanna
Rustum Dulay	Justin Rhee
Pao-Ying Dunbar	Jose Rodriguez
Mainar Edwin	M. Farook Sait
Maqbool Qureshi	Parveen Setia
Myles Esmele	Ann Shum
Charles Fan	Tat Shum
Steve Finucane	Toksun Simpson
Annabelle Flores	Teresita Smith
Matthew Fogg	Grace Spence
Charlene Forgue	Vaiyapuri Subramaniam
Stanley Fujii	Jane Suen
Cheryl Garalde	Thomas Szymanek
Dr. Cita Gibson	Lauren Talia
Henry Gim	Eric Terashima
Pete Gumataotao	Anthony Tom
Damber (DK) Gurung	Walter Torres
Jyuji Hewitt	Katherine Toth
Sunee Himathongkham	Thanh Trang
Derek Hirohata	Daniel Treadwell
Lily Ho	Paul Truong
Kim Hoang	Thong Vu
Florencia Holbrook	Thanda Wai
Zena Huen	(Gino) Cheng Wang
Mike Jing	Deric Wong
Talari V. Jude	Kin Wong
Vivian Kim	Liqun Wong
Vanee Komolprasert	Susie Wu
Michaelle Landais	Chen Yang
Rene Lau	Mira Yang
Kevin Le	Howard Zhang
	Wei-Cheng Zhao

**Many many thanks . ..We could not have done this Without You!**

## About FAPAC

The Federal Asian Pacific American Council (FAPAC) was founded in 1985. It is a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American (APA) employees in the Federal and District of Columbia governments.

FAPAC is organized exclusively for educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code. The primary purpose of FAPAC is to serve as an interagency association within the Federal and District of Columbia governments, providing a focus for over thirty ethnically distinct groups originating from Asian and Pacific regions as recognized by the United States Bureau of Census.

### MISSION:

FAPAC is an organization that promotes equal opportunity and cultural diversity for APAs within the Federal and District of Columbia governments. FAPAC encourages the participation and advancement of APAs in the government workforce.

### VISION:

FAPAC will be a nationally recognized organization that serves as a conduit through which the interests, issues and representation of APAs in the Federal and District of Columbia governments are addressed. It will also promote partnerships with the public and private sectors in the community it serves.

## FAPAC OFFICERS AND AUDITOR



### **PRESIDENT**

**Dr. Kin Wong**

General Engineer  
Pipeline & Hazardous Materials  
Safety Administration  
U.S. Department of Transportation



### **SR. VICE PRESIDENT FOR OPERATIONS**

**Peter M. Nguyen**

Manager,  
Office of Finance and Management  
Federal Aviation Administration  
U.S. Department of Transportation



### **VICE PRESIDENT OF OPERATIONS**

**Olivia F. Adrian**

Supervisory, Program Manager  
Bureau of Safety and  
Environmental Enforcement  
U.S. Department of the Interior



### **EXECUTIVE SECRETARY**

**Liqun Lauren Wong**

Chief, Data Analysis Unit  
Office of Diversion Control  
Drug Enforcement Administration  
U.S. Department of Justice



### **TREASURER**

**Kaye Nitta**

APA Program Manager  
Office of Equal Employment Opportunity  
Food and Drug Administration  
U.S. Department of Health and Human  
Services



### **AUDITOR**

**Kevin T. Le**

Lead Engineer  
Aeronautical Information Management  
Federal Aviation Administration  
U.S. Department of Transportation



**2014 Standing & Ad Hoc Committee and Chair**

Affirmative Employment Committee.....	Jane Rolen (SSA)
Chapter Committee.....	Parveen Setia (USDA)
Conference Committee.....	M. Farook Sait (USDA, Retired)
Constitution and By-Laws Committee.....	Vanee Komolprasert (HHS)
Ethics Committee.....	Gerald Tiqui (NASA)
Membership Committee.....	Janet Chen (ED)
Nomination and Election Committee.....	Lily Ho (NGB)
Program Committee.....	Thanh Trang (FAA)
Public Relations Committee.....	Grace Spence (VA)
Diversity and Inclusion Committee.....	Selina Lee (ED)
Fundraising Committee.....	Vaiyapuri Subramaniam (VA)
Young Professional and Outreach Committee.....	Jonathan Lee (CSSI) & Sharon Nicholas (NAVY)

**2014 National Leadership Training Program Committees & Chairs**

Conference Chair.....	M. Farook Sait (USDA, Retired)
Awards.....	Liqun Wong (DEA)
Community .....	Frederick Cheng (USDA)
Exhibitor.....	Pankaj Parikh (EPA)
Program Book Coordinator.....	Lily Ho (NGB)
Public Relations & Logistics.....	Grace Spence (VA)
Registration.....	Kaye Nitta (FDA) & Rebecca Flower (DNI)
Social / Cultural Event.....	René Lau (USACE)/Sharon Nicholas (NAVY)
Sponsorship.....	M. Farook Sait (USDA Retired)
Student Program.....	Jacqueline Ray-Morris (NGB)/Sharon Nicholas (NAVY)
Workshop Coordinator.....	Marina Milton (IRS)

**2014 Award Selection Committee**

Civilian Award Chair.....	Liqun Lauren Wong (DEA)
Civilian Award Judge.....	Charles Fan (DC Government)
Civilian Award Judge.....	Linda Miller (FCC)
Civilian Award Judge.....	M. Farook Sait (USDA, Retired)

**Volunteers**

Joseph Aguila (USACE)	Aurea Franklin (VA)	Leopoldo Memije,(NAVY)
Jaime Arcega (NAVY)	Ranmali Foneska (DOT)	Karon Myles (NAVY)
Sanah Baig (USDA)	Wing Fong (ARMY)	Delia Newcomer (NAVY)
Leona Bedroosian (NIST)	Aurea Franklin (VA)	Larry Quintana (USACE)
Francisca Calimini (NAVY)	John Kusano (USDA Retired)	Neena N Rane (IRS)
Anita Carse (VA)	Michaelle Landais (NAVY)	Gary E. Robinson (NGB)
Fahmida Chippa (USDA)	Darrick Lee (MANTECH)	Ron Sagudan (VA)
Frederick Cheng (USDA)	Maryjo Maralit (ED)	Toksun Simpson (NAVY)
Lula Cole (USDA)	Alyssa Marteja (FAA)	Michelle Tran (FAPAC)

## Highlights of Chapters

In addition to the National Leadership Training Conference, FAPAC reaches out to the AAPI communities at the local level through its many chapters. Some of the important activities include: Training Activities such as networking, interviewing open to everyone; social networking to bond local members; interact with agency offices on diversity and other issues; support AAPI Heritage Month celebrations at agencies and local communities; assist members and retiree in employment; provide speakers to agencies and local communities for AAPI culture programs.



Department of Agriculture–DC Chapter



California Southwest Chapter



Maryland Aberdeen Proving Grounds Maryland-New Jersey Chapter



Federal Aviation Administration Chapter



Eastern Wind at Pension Benefit Guaranty Corp Corporation Chapter



Department of Veterans Affairs Chapter



## Year In Review 2013-2014

During 2013-2014 FAPAC continued to expand its mission of education, promoting equal opportunity and acting as the leading AAPI voice across the federal government.



Education and training is multi-faceted ranging from the National Training Program held in May at the beautiful Hilton Conference Hotel in Long Beach to one day workshops held on Capitol Hill and at the Department of Health and Human Services. The latter focuses more limited topic such as understanding the operations of Congress and leadership development. The hallmark at these programs is distinguished speakers, senior agency officials, elected representatives and experienced trainers and communicators.



At the National Training Program, FAPAC also recognized employees and managers, from military and civilian ranks, for individual achievement and as advocates for diversity.

Acting as the mouthpiece for AAPI requires FAPAC leaders to meet with agency officials on critical issues and exchange of ideas as well as collaborative partnership through various MOU. Recently FAPAC-NIH MOU was signed to increase participate and advance careers of the many AAPI's at the National Institute of Health, the nation's leading medical research institution. With strong support of the White House Initiative for AAPI (WHIAAPI), OPM and EEOC, FAPAC initiated the Challenge Team Pilot last year. The yearlong Pilot established virtual team across agencies to work on key areas including: Building Capacity, Data Disaggregation, Language Access and Workforce Diversity.



Expanding equal opportunity also sees the establishment of the Business Advisory Partnership (BAP) under the leadership of Samuel T. Mok, former CFO at DOL. The new partnership will bring small and medium businesses to work with FAPAC on the common mission to advance the AAPI community improve and the access to the federal government.



FAPAC also brings cultural awareness through support of activities during the AAPI Heritage Month including setting the annual theme, educational understanding of various cultures and histories for the over 30 nations across the Asian Continent and the Pacific Islands.



The year also saw the graduation of the first class of mentoring under CDHP (Career Development for High Performers) with the strong support from the Department of Education.

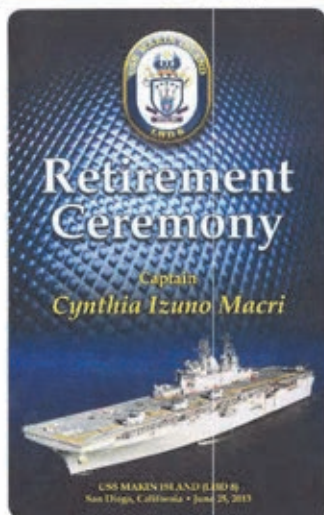


## Year In Review 2013-2014



On a broader front FAPAC works with other affinity groups under the umbrella of NCEPS (National Coalition for Equity in Public Service). FAPAC is also fortunate to have the strong support of the Congressional Asian Pacific American Caucus under the energetic leadership of Congresswoman Judy Chu and OPM under Directors John Berry and Katherine Archuleta.

The force behind the accomplishments is the team of volunteers under the leadership of the elected officers who spend much of their time working on FAPAC causes.



2013 FAPAC also witnessed the retirement from the Navy of CAPT Cynthia Macri who will continue to volunteer for FAPAC as Dr. Cynthia Macri. We also missed the late Julius Crouch, Founder and Executive Director of NCEPS and a life-long advocate for civil rights.

## MILITARY MERITORIOUS SERVICE AWARD

Congratulations to this year's winners who have supported the Department of Defense missions, overseas contingency operations, and whose attributes best epitomize the qualities and core values of the Department



**Lieutenant Commander  
Frances Fazio  
U.S. Coast Guard**



**Captain  
Ann K. Minami  
U.S. Navy**



**Lieutenant Colonel  
Sungshik Kim  
U.S. Army National Guard**



**Senior Master Sergeant  
Shiela R. Cregger  
U.S. Air Force**



**Lieutenant  
Anthony P. Sham  
U.S. Navy**



**Chief Master Sergeant  
Salvatore Pecorella  
U.S. Air National Guard**



**Sergeant  
Meghan Lambaria  
U.S. Marine Corps**



**Machinist Master First Class  
Nestorio Delgado  
U.S. Navy**



**Staff Sergeant  
John T. Singharath  
U.S. Army**



## 2013 FAPAC CIVILIAN AWARDS

Congratulation to all award recipients for their outstanding service and personal achievement toward diversity goals and making your agency stand above the rest.

### Outstanding Individual Leadership



**Kevin Shea**  
Department of Agriculture-  
APHIS



**Samuel P. Go**  
Department of Justice



**Tat S. Shum**  
Department of Justice



**Mark G. Ayupan**  
Defense Logistic Agency

### Excellence In Individual Achievement



**Eugene Tu**  
National Aeronautics and  
Space Administration



**Richard J. Kim**  
Department of Army



**Feng K. An**  
Equal Employment Opportunity  
Commission

### Diversity Excellence



**Margaret N. Schneider**  
Department of Interior



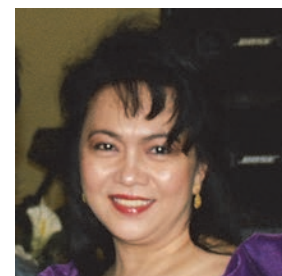
**Michael Mau**  
Central Intelligence  
Agency



**Cameo Hoffert**  
Air National Guard



**Jaqueline Ray-Morris**  
National Guard Bureau



**Maria-Lorna A.  
Villacampa**  
Department of Defense



## FAPAC Distinguished Scholarship for Public Service In Honor of the late Congressman Dalip Singh Saund

The FAPAC Distinguished Public Service Scholarship Endowment Fund, Inc. is a non-profit organization that promotes the recognition of Asian Pacific American students who are interested in public service and have made contributions to foster diversity and inclusion in the Asian and Pacific American community. Each year, the FAPAC Distinguished Public Service Scholarship awards will be given out in honor of the late Congressman Dalip Singh Saund and Secretaries Elaine L. Chao and Norman Y. Mineta. For further information and donations, please visit [www.fapac.org](http://www.fapac.org).

*The selection criteria includes the following:*

1. Demonstrated commitment to public service, including service to the AAPI community;
2. Demonstrated leadership and potential for continued growth in leadership skills; and
3. Academic achievement

### Recipient - Cindy Dinh

**Cindy Dinh** is the winner of the FAPAC Distinguished Public Service Scholarship in honor of the late Congressman Dalip Singh Saund. The award was presented on May 8, 2013 in Long Beach, CA during the FAPAC National Leadership Training Program. The awardee was given a stipend of \$5,000 towards her education.

Cindy Dinh is a second-generation Vietnamese American who is passionate about bringing immigrant voices into mainstream politics. She is in a joint degree program and will earn her JD from the University of California – Berkeley School of Law and her Master in Public Policy from the Harvard Kennedy School of Government. During her first year in law school, she joined the editorial board of the *Asian American Law Review*, which is one of two legal journals in the nation on Asian American jurisprudence. She is an active member of Boalt Hall Women's Association and Health Law Initiative. This past March, she helped organize the 3<sup>rd</sup> annual Vietnamese Advocacy Day for over 800 participants to meet with Members of Congress. Upon graduation, she hopes to work on civil rights issues in a federal agency and to volunteer with FAPAC. This summer, she will intern with the U.S. Attorney's Office – Southern District of Texas.

Cindy Dinh was introduced to FAPAC during her volunteer work at the Houston Conference working with other volunteers during registration. Since her graduation from Rice University, she continues to work among communities with Limited English Proficiency in promoting voting rights and civic engagement. Her example epitomizes the scholarship holders in the best FAPAC tradition. Her journey also reflects the life of the late Congressman Saund and his struggle with injustice.



## **FAPAC Distinguished Scholarship for Public Service In Honor of the former Secretary Norman Y. Mineta**

### **Recipient - Mary June G. Flores**



**Mary June G. Flores** will be awarded the FAPAC Distinguished Scholarship for Public Service in honor of the former Secretary Norman Y. Mineta. She graduated with honors from UC Berkeley with B.A. in Ethnic Studies and Asian American Studies in 2010. She returned to UC Berkeley in 2013, where she is currently a dual-degree student pursuing her Master of Public Policy from the Goldman School of Public Policy and Master of Public Health from the School of Public Health.

She most recently worked as a Legislative Aide in the California State Assembly. As a legislative staffer, she worked on issues involving California's implementation of the federal Patient Protection and Affordable Care Act (PPACA), local employees bargaining rights, local school district funding, and ensuring access to the State's welfare to work program. She served as the primary consultant for the standing Health Committee, where she analyzed over 250 health policy bills and provided sound committee and floor recommendations on legislative matters. She also managed a successful legislation that expanded essential maternity care coverage in small group plans available in California's individual market, which ensured that pregnant women have access to affordable and quality maternity services.

Mary June immigrated to the United States when she was 10 years old from her native country of the Philippines. She grew up in a working-class and mixed-resident status household and witnessed firsthand the inequality and social barriers that limit the abilities of many new Americans in achieving their aspirations. Due to this, she aspires to use her legislative experience, advocacy skills, policy analysis and public management training to create positive policy changes in the areas of domestic healthcare/health policies. She seeks to work on healthcare policy at the federal level and to ultimately return to California to become a director of a state healthcare department.

**MICHAEL M. HONDA**  
17TH DISTRICT, CALIFORNIA  
**WASHINGTON OFFICE:**  
1713 LONGWORTH HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
PHONE: (202) 225-2631  
FAX: (202) 225-2699  
<http://www.honda.house.gov>  
**DISTRICT OFFICE:**  
2001 GATEWAY PLACE  
SUITE 670W  
SAN JOSE, CA 95110  
PHONE: (408) 436-2720  
(855) 680-3759  
FAX: (408) 436-2721



## Congress of the United States House of Representatives

**COMMITTEE ON APPROPRIATIONS**  
SUBCOMMITTEES:  
COMMERCE, JUSTICE, SCIENCE  
LABOR, HEALTH AND HUMAN SERVICES,  
EDUCATION  
—  
SENIOR WHIP  
—  
CONGRESSIONAL ASIAN PACIFIC  
AMERICAN CAUCUS, CHAIR EMERITUS  
—  
SUSTAINABLE ENERGY AND ENVIRONMENT  
COALITION, VICE CHAIR  
—  
LGBT EQUALITY CAUCUS,  
VICE CHAIR



### Message from Congressman Michael M. Honda Welcoming All to the Federal Asian Pacific American Council's 29<sup>th</sup> Annual National Leadership Training Program

Dear Friends:

It is my great honor to welcome you to the Federal Asian Pacific American Council's (FAPAC) 29<sup>th</sup> Annual National Leadership Training Program.

As Chair Emeritus of the Congressional Asian Pacific American Caucus, I applaud FAPAC's many years of dedication to equal employment opportunities for Asian Americans and Pacific Islanders (AAPI) in the federal government. FAPAC's advocacy and leadership training programs provide crucial support, guidance, and networking for AAPIs in the public sector.

This year's theme – *Diverse Leadership + Expanding Opportunity: An Imperative for America* – is particularly timely, as the AAPI population continues to grow exponentially. We must stand together, not only with our diverse AAPI family, but also with all other communities of color, to ensure that none of us are marginalized.

I would also like to congratulate the recipients of Outstanding Civilian Individual awards and the Military Meritorious Service Award. They should all be proud of their hard work, diligence and commitment to their studies and their community.

For many years, FAPAC has awarded a number of scholarships and internships to Asian Pacific American college students who exhibit excellent academic achievement as well as demonstrated a continuous effort to foster diversity and community service to the Asian Pacific American community. Starting in 2013, the scholarship was presented in honor of the first Asian Pacific American elected to Congress, Dalip Singh Saund, former Secretary Elaine Chao, and former Member of Congress and Secretary Norman Mineta, my good friend and mentor. I congratulate the recipient of this scholarship and encourage him or her to live up to the example of these distinguished leaders.

I congratulate Dr. Kin Wong for organizing this year's event and commend new OPM Director Katherine Archuleta for her work in furthering diversity in our federal workforce.

Congratulations once again on your dedication to the advancement of AAPIs in different branches of government. Your enthusiasm, spirit and commitment serve as an example to us all. I wish you all the very best for a successful National Leadership Training Program.

Warm Regards,

*Michael M. Honda*  
Michael M. Honda  
Member of Congress



MAZIE K. HIRONO  
HAWAII

COMMITTEE ON ARMED SERVICES  
COMMITTEE ON THE JUDICIARY  
COMMITTEE ON VETERANS' AFFAIRS

United States Senate  
WASHINGTON, DC 20510-1104

**MESSAGE FROM MAZIE K. HIRONO  
UNITED STATES SENATOR**

In celebration of the  
Federal Asian Pacific American Council's  
29<sup>th</sup> Annual National Leadership Training Program



May 5-9, 2014

*Aloha* to everyone attending the 29<sup>th</sup> Annual National Leadership Training Program hosted by the Federal Asian Pacific American Council (FAPAC). I commend FAPAC for their work to provide Asian Pacific Americans the skills necessary to strive and excel in Federal government positions.

As the first Asian American woman in the U.S. Senate, I know firsthand how important it is to promote diversity in government. Asian Pacific Americans are the fastest growing demographic in our country, and will have an integral part in shaping America's future. Through your efforts, we can ensure that our communities will have a seat at the table.

Congratulations for hosting your 29<sup>th</sup> National Leadership Training Program, which will give many more the opportunity to learn valuable leadership skills. Your program track for veterans is particularly laudable, as we have a responsibility to ensure that the men and women of our military who make great sacrifices to protect our country have access to the resources they need when they come home. Thank you for your commitment to supporting a diverse workforce.

My warm regards for a productive conference, and best wishes for the year ahead!

Sincerely,

Mazie K. Hirono  
United States Senator

WASHINGTON, D.C. OFFICE:  
330 HART SENATE OFFICE BUILDING  
WASHINGTON, DC 20510  
(202) 224-6361



HAWAII OFFICE:  
300 ALA MOANA BOULEVARD, RM 3-106  
HONOLULU, HI 96850  
(808) 522-8970





1520 Longworth House Office Building • Washington, D.C. 20515 • 202.225.5464 • <http://capac.chu.house.gov>

## Executive Board

Rep. Judy Chu, Chair  
 Sen. Mazie Hirono  
 Sen. Brian Schatz  
 Rep. Xavier Becerra  
 Rep. Ami Bera  
 Rep. Madeleine Z. Bordallo  
 Rep. Tammy Duckworth  
 Rep. Eni Faleomavaega  
 Rep. Tulsi Gabbard  
 Rep. Al Green  
 Rep. Colleen Hanabusa  
 Rep. Michael M. Honda  
 Rep. Barbara Lee  
 Rep. Doris O. Matsui  
 Rep. Grace Meng  
 Rep. Gregorio Sablan  
 Rep. Bobby Scott  
 Rep. Mark Takano

## Associate Members

Rep. Gerald Connolly  
 Rep. John Conyers, Jr.  
 Rep. Joseph Crowley  
 Rep. Susan Davis  
 Rep. Anna Eshoo  
 Rep. Marcia Fudge  
 Rep. Raul M. Grijalva  
 Rep. Zoe Lofgren  
 Rep. Alan Lowenthal  
 Rep. Carolyn Maloney  
 Rep. Jerry McNerney  
 Rep. Grace Napolitano  
 Rep. Scott Peters  
 Rep. Charlie Rangel  
 Rep. Lucille Roybal-Allard  
 Rep. Linda Sánchez  
 Rep. Loretta Sanchez  
 Rep. Brad Sherman  
 Rep. Adam Smith  
 Rep. Adam Schiff  
 Rep. Jackie Speier  
 Rep. Eric Swalwell  
 Rep. Chris Van Hollen

May 5, 2014

Dear Friends,

As Chair of the Congressional Asian Pacific American Caucus (CAPAC), I would like to extend a very warm welcome to the attendees of this year's Federal Asian Pacific American Council's (FAPAC) 29<sup>th</sup> Annual National Leadership Training Program.

Increasing AAPI representation at all levels of the federal government has long been an important priority for CAPAC. Although AAPIs make up 6 percent of our national population, we only account for roughly 1 percent of senior level professional staff in the federal government. This glaring disparity highlights the need for organizations like FAPAC, which play a critical role in equipping individuals with the vital skills they need to succeed in the federal workforce.



I applaud FAPAC's tremendous contributions to the AAPI community. On behalf of the 41 Members of the Congressional Asian Pacific American Caucus, I offer my best wishes for a productive leadership training and FAPAC's continued success.

Sincerely,

JUDY CHU  
 Member of Congress  
 CAPAC Chair

TAMMY DUCKWORTH  
8TH DISTRICT, ILLINOIS

COMMITTEE ON ARMED SERVICES

COMMITTEE ON OVERSIGHT  
AND GOVERNMENT REFORM

[www.duckworth.house.gov](http://www.duckworth.house.gov)

Congress of the United States  
House of Representatives  
Washington, DC 20515-1308

May 5, 2014

104 CANNON HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-3711

1701 WOODFIELD DRIVE, SUITE 900  
SCHAUMBURG, IL 60173  
(847) 413-1959

[info.duckworth@mail.house.gov](mailto:info.duckworth@mail.house.gov)



Dear Friends,

It is my honor to bring you greetings on the occasion of FAPAC's 29<sup>th</sup> Annual National Leadership Training Program.

Since 1985, FAPAC has worked to represent the interests of the more than 163,000 Asian Pacific American Employees in the federal government. FAPAC's training programs have been vital in preparing its members for a successful career in public service. Thank you all in attendance for your passion and dedication to furthering the careers of Asian American and Pacific Islanders.

There are nearly 15 million Asians who call America home, roughly 5% of the entire American population. In fact, the Asian American community is growing at a rate four times faster than that of the general U.S. population. But in Congress we only have 12 Asian American Members in the House and only one Senator, a total of less than two percent. The United States needs more Asian Americans to run for office, so we can have a seat at the table and make our voices heard in the federal government.

Asian Americans have a large role to play in America's success. I encourage you to continue to play that role! I look forward to all that you will accomplish through this training and the support of organizations such as FAPAC.

Best wishes for a productive and successful event.

Sincerely

A handwritten signature in blue ink that reads "Tammy Duckworth".

Tammy Duckworth  
Member of Congress  
Illinois' 8<sup>th</sup> District





May 5, 2014

Greetings!

On behalf of the citizens of Charlotte, I would like to welcome the attendees to the Federal Asian Pacific American Council (FAPAC) Annual National Leadership Training Program to Charlotte on May 5 – 9, 2014. We are happy that you have chosen Charlotte for this event and we trust that you will feel comfortable and at home in the Queen City.

It gives me great pleasure to share our fast-growing, dynamic, and innovative city with such a diverse and impressive group. Charlotte continues to be recognized and selected as a meeting destination by an increasing number of organizations. It is a community of pleasant tree-lined neighborhoods, parks and museums, restaurants, and sports facilities. We are especially proud to be the home of the NASCAR Hall of Fame, the Levine Center for the Arts which includes The Bechtler Museum of Modern Art, and the Harvey B. Gantt Center for African-American Arts + Culture. In addition, the activities available in our vibrant Center City mixes dining, entertainment, and cultural amenities that are distinctly Charlotte.

Again, we are pleased to have you join us in Charlotte and we welcome the opportunity to share our southern hospitality with you.

Sincerely,

Daniel G. Clodfelter  
Mayor

## Program Agenda

MONDAY, May 5, 2014		
01:00 PM-05:00 PM	Pre-Conference Agency Workshops	LOCATION
01:00 PM-05:00 PM	U.S. Department of Agriculture	Mecklenburg 1
01:00 PM-05:00 PM	Federal Aviation Administration	Mecklenburg 2
01:00 PM-05:00 PM	U.S. Department of Health and Human Services	Governor 1
06:30 PM-08:30 PM	<p><b>WELCOME RECEPTION</b>  <i>(Dress Code: Ethnic Fashion or Business Casual)</i></p> <p>Master of Ceremony <b>M. Farook Sait</b>, Conference Chair, FAPAC  Welcoming Remarks <b>Dr. Kin Wong</b>, President, FAPAC</p> <p>Guest Remarks <b>Brian Ronholm</b>, Deputy Undersecretary for Food Safety, FSIS/USDA  Guest Remarks <b>Francey Youngberg</b>, Deputy Assistant Secretary, HUD (Invited)  Local AAPI Community Leaders</p> <p>Guest Remarks <b>Juliet K. Choi</b>, Chief of Staff &amp; Senior Advisor, Office for Civil Rights, HHS</p> <p>Special Remarks <b>Dr. Ju-Hyun Chun</b>, CEO Chun Group  Cultural Presentation <b>Asian Culture Dance Groups</b></p>	Symphony 4



## Program Agenda

	TUESDAY, May 6, 2014	
06:30 AM-07:30 AM	Morning Walk or Yoga Workshop	Symphony 7
08:00 AM-04:00 PM	Registration/Exhibits Open	Foyer
09:00 AM-10:30 AM	<b>OPENING CEREMONY</b> <i>(Dress code: Business formal)</i> Guest Speaker <b>Dr. Joe Leonard</b> , Assistant Secretary of Civil Rights, USDA Guest Speaker <b>Mamie Mallory</b> , Assistant Administrator for Civil Rights, FAA Special Remarks <b>Leslie Weldon</b> , Deputy Chief, U.S. Forest Service Special Remarks <b>Richard Love</b> , Area Director, NC, Social Security Administration	Symphony 4
10:30 AM-05:00 PM	Student Track <i>(Details are in separate program book)</i>	Governor
10:30 AM-10:45 AM	Morning Break - Visit Exhibits	Foyer
10:45 AM-11:45 AM	<b>P1. Plenary Session: WHIAAPI Forum</b> <b><u>Challenge Team Pilot Briefing</u></b> Speaker <b>Peter M. Nguyen</b> , Challenge Team Coordinator Speaker <b>Vanee Komolprasert</b> , FDA/HHS Speaker <b>Lina Woo</b> , USDA Speaker <b>Ranmali Fonseka</b> , FTA/DOT <b><u>OPM/AAGEN SES PROGRAM</u></b> Speaker <b>Dr. Vivian Chen</b> , USDA	Symphony 4
12:00 PM-01:30 PM	Lunch	
01:45 PM-03:15 PM	Workshop Session A	
	<b>A1. Four Lenses Diversity 4 Temperament Discovery – Part 1: Salvatore Pecorella, CMSgt, James C. Hurley III, SMSgt, NC Air National Guard</b>	Symphony 1
	<b>A2. Styles of Communication: Dr. Lauren Talia, D.B.A., Global Marketing</b>	Symphony 2
	<b>A3. Women Leading Change Through the Forest Service: Elizabeth Berger, Deborah Walker, FS/USDA</b>	Symphony 3
	<b>A4. Strategies for Success in a time of Shrinking Budget: Ranmali Fonseka,</b>	Symphony 5
	<b>A5. Decision Making for Executives: John Robinson, Dept. of State</b>	Symphony 6
03:15 PM-03:30 PM	Afternoon Break - Visit Exhibits	
03:30 PM-05:00 PM	Workshop Session B	
	<b>B1. Four Lenses Diversity 4 Temperament Discovery – Part 2: Salvatore Pecorella, CMSgt, James C. Hurley III, SMSgt, NC Air National Guard</b>	Symphony 1
	<b>B2. Essentials of a Special Emphasis Program: Selina Lee, DOEd</b>	Symphony 2
	<b>B3. Leadership and Diversity: James Braxton, Army Corps of Engineers</b>	Symphony 3
	<b>B4. Building a Secure Future for Federal Employees: G.B. Bose, Washington Retirement Planning Specialists</b>	Symphony 5
	<b>B5. Key Court Decisions on EEOC: Jo Linda Johnson, TSA</b>	Symphony 6
	Dinner On Your Own	
07:00 PM-08:30 PM	FAPAC General Membership Meeting	Symphony 4
08:30 PM-11:30 PM	Networking Event: Dance Party with Live DJ /Refreshments <i>(Open to All Attendees)</i>	Symphony 4



## Program Agenda

	WEDNESDAY, May 7, 2014	
06:30 AM-07:30 AM	Morning Walk or Yoga Workshop	Symphony 7
08:00 AM-04:00 PM	Registration/Exhibits Open	Foyer
09:00 AM-10:30 AM	<b>P2. Plenary Session: NCEPS Town Hall Meeting</b>  Moderator Panel <b>Cheryle Zwang</b> , Executive Director, NCEPS President/Chair of BIG, FAPAC, FEDS, FEDQ, FEW, National Image Inc., SAIGE	Symphony 1&2&3
10:30 AM-05:00 PM	Student Track <i>(Details are in separate program book)</i>	Governor
10:30 AM-10:45 AM	Morning Break - Visit Exhibits	Foyer
10:45 AM-12:00 PM	<b>P3. Plenary Session: Health Care for AAPI</b>  Guest Speaker <b>Dr. Rahul M. Jindal</b> , Walter Reed National Military Medical Center Guest Speaker <b>Major General James C. Chow</b> , Air National Guard Guest Speaker <b>Dr. Cynthia Macri</b> , U. S. Navy (Retired)	Symphony 1&2&3
12:00 PM-01:30 PM	<b>FAPAC MILITARY AWARDS LUNCHEON</b> <i>(Dress code: Business formal)</i>  Mistress of Ceremony <b>Donna F. Walker-Ross</b> , U.S. Coast Guard Presentation of Colors U.S. Coast Guard Color Guard Keynote <b>Rear Admiral Joseph M. Vojvodich</b> , U.S. Coast Guard Award Presentation <b>Dr. Kin Wong</b> , President, FAPAC	Symphony 4
01:45 PM-05:00 PM	<b>Executive Coaching (Pre-registration Required)</b> Coordinator <b>Peter M. Nguyen, Kevin T. Le</b> , FAA <i>(Mentors are listed on page 23 )</i>	Symphony 4
01:45 PM-03:15 PM	Veteran Track <i>(details are in separate pages)</i>	Symphony 7
01:45 PM-03:15 PM	Workshop Session C	
	<b>C1. Achieving Communication Excellence (ACE)</b> , Thomas Harris, FAA	Symphony 1
	<b>C2. Alternative Dispute Resolution: How to Get the Most from Your Efforts</b> , Tami Trost, OGC, USDA	Symphony 2
	<b>C3. The Dynamics and Collaborative Power of Teamwork</b> : Oliver Allen Jr., DEA	Symphony 3
	<b>C4. Resume Writing and Interview Techniques</b> : DeShan Mingo, OPM	Symphony 5
	<b>C5. Diversity &amp; Inclusion</b> : Millie W. John, FDIC	Symphony 6
03:15 PM-03:30 PM	Afternoon Break - Visit Exhibits	Foyer
03:45 PM-05:00 PM	Workshop Session D	
	<b>D1. Expanding the Narrative of Inclusion in the Federal Sector: LGBT +</b> : Matthew Murphy, EEOC	Symphony 1
	<b>D2. Two Billion Dollars-Cost of Discrimination</b> : David King, USDA	Symphony 2
	<b>D3. Career Enhancement During Challenging Times</b> : Samuel Mok, Condors International, LLC	Symphony 3
	<b>D4. A New Change Agent– Employee Resource Groups</b> : Sophia Mao Smith and Krystine Bui, NASA	Symphony 5
	<b>D5. Leadership Attributes and Cultural Traps and Gaps for Asian Americans &amp; Pacific Islanders</b> : Dr. James Meng, U.S. Navy	Symphony 6

## Program Agenda

	THURSDAY, May 8, 2014	
06:30 AM-07:30 AM	Moring Walk or Yoga Workshop	Symphony 7
08:00 AM-04:00 PM	Registration/Exhibits	Foyer
08:00 AM-09:15 AM	<b>P4. Plenary Session: EEOC Forum - Key Civil Rights Issues Impacting the AAPI Community</b>  Guest Speaker <b>Jenny Yang</b> , Commissioner, EEOC Moderator <b>M. Farook Sait</b> , USDA (Ret.) Panel <b>John Robinson</b> , Dept. of State <b>Jo Linda Johnson</b> , TSA <b>Deborah Minor</b> , ACF/HHS	Symphony 4
09:30 AM-10:30 AM	<b>P5. Plenary Session: OPM Diversity and Inclusion Forum</b>  Moderator <b>Josue M. Barrera</b> , Dept. of State Guest Speaker <b>Veronica Villalobos</b> , Director, Diversity & Inclusion, OPM Guest Speaker <b>Georgia Coffey</b> , Deputy Assistant Secretary, Diversity & Inclusion, VA Guest Speaker <b>Larry Stubblefield</b> , Deputy Assistant Secretary for Diversity and Leadership, U.S. Army	Symphony 4
10:30 AM-05:00 PM	Student Track <i>(Details are in separate program book)</i>	Governor
10:30 AM-10:45 AM	Morning Break - Visit Exhibits	Foyer
10:45 AM-12:00 PM	<b>P6. Plenary Session: Food and Culture</b>  Guest Speaker <b>Marja Vongerichten</b> , Host of Kimchi Chronicles, PBS	Symphony 4
12:00 PM-01:45 PM	Lunch	
01:45 PM-03:15 PM	Workshop Session E	
	<b>E1. Time Management: Margareth J. Bennett</b> , NIH; <b>Cynthia D. Dunn</b> , IRS	Symphony 1
	<b>E2. Cyber Security: Colleen Moss</b> , FBI	Symphony 2
	<b>E3. New MD-110 Revisions: Veta Hurst</b> , EEOC	Symphony 3
	<b>E4. Preserving the Integrity of the Federal Merit Systems: Understanding and Addressing Perceptions of Favoritism, Dr. Cynthia Ferentinos</b> , MSPB	Symphony 5
	<b>E5. Preparing Yourself for an SES Executive Position: Dr. Wanda Bryant</b> , USDA	Symphony 6
03:15 PM-03:30 PM	Afternoon Break - Visit Exhibits	Foyer
03:30 PM-05:00 PM	Workshop Session F	
	<b>F1. Understanding and Maximizing Your TSA: Jose de La Torres</b> (CRPC)	Symphony 1
	<b>F2. Emotional Intelligence: Steven Dickerson</b> , FS/USDA	Symphony 2
	<b>F3. The New IQ: Inclusive Intelligence + Innovative thinking = Best Value Decision: Veronica Villalobos</b> , OPM	Symphony 3
	<b>F4. Leading Across Generations: John Burden</b> , DOI	Symphony 5
	<b>F5. Native Hawaiians and other Pacific Islander American Personalities and Securities: Teresita G. Smith</b> , DIA	Symphony 6
07:00 PM –10:00 PM	<b>FAPAC CIVILIAN AWARDS DINNER BANQUET</b> <i>(Dress code: Black Tie Optional)</i> Keynote <b>Katherine Archuleta</b> , Director, OPM (Video Presentation) Guest Remarks <b>Edward Avalos</b> , Under Secretary for Marketing and Regulatory Programs, USDA Award Presentation <b>FAPAC Civilian Awards Presentation</b>	Symphony 4

## Program Agenda

### FRIDAY, May 9, 2014

09:00 AM-10:30 AM	Conference Committee Wrap Up Meeting	
10:45 AM-12:15 PM	Take Down and End of the Training Program	

### WEDNESDAY, May 7, 2014

01:45 PM-05:00 PM	<b>Executive Coaching (Pre-registration Required)</b>	<b>Symphony 4</b>
Coordinator	<b>Peter Nguyen</b> , Sr. Vice President, FAPAC	
Coordinator	<b>Kevin Le</b> , Auditor, FAPAC	
Mentors	<b>Oliver C. Allen Jr.</b> EEO Officer, Department of Justice	
	<b>Margareth Bennett</b> , Director, Institute & Center Services Division, NIH	
	<b>James J. Braxton Sr.</b> , Chief, EEO Headquarters, U.S. Army Corps of Engineers	
	<b>John W. Burden</b> , Chief, Diversity Officers, U.S. Department of Interior	
	<b>Georgia Coffey</b> , Deputy Assistant Secretary for Diversity and Inclusion in the Department of Veterans Affairs	
	<b>Cynthia Dunn</b> , Senior EEO Specialist, Internal Revenue Services	
	<b>Jo Linda Johnson</b> , Director, Civil Right Office, Transportation Service Administration	
	<b>Thomas Harris</b> , Training Officer, Federal Aviation Administration	
	<b>David L. King</b> , Deputy Director, Office of Adjudication, U.S. Department of Agriculture	
	<b>Selina Lee</b> , Director, EEO Services, Department of Education	
	<b>Dr. James Meng</b> , Deputy Assistant Secretary of the Navy	
	<b>Deborah Minor</b> , Director, of Office of Diversity Management and Equal Opportunity, Administration for Children and Families, U.S. Department of Health and Human Services	
	<b>Samuel Tinsing Mok</b> , Condor International Advisors, LLC	
	<b>Matthew B. Murphy</b> , Director, Office of Equal Opportunity Commission	
	<b>John M. Robinson</b> , Director, Office of Civil Rights, U.S. State Department	



## Welcome Reception

**Monday, May 5, 2014, 6:30 - 8:30 PM**

**Location: Symphony 4**



**Brian Ronholm** holds the position of Under Secretary of Food and Safety. He joined the U.S. Department of Agriculture in 2011 as Deputy Undersecretary for Food Safety. In this position, he provides leadership and oversight for the Food Safety and Inspection Service (FSIS), the Department's public health agency responsible for ensuring the nation's commercial supply of meat, poultry and egg products is safe, wholesome and correctly labeled and packaged. Prior to that he served as an Agriculture Appropriations associate on the staff of Congresswoman Rosa L. DeLauro, managing a wide range of issues related to the House Appropriations Subcommittee on Agriculture, Rural Development, Food and Drug Administration, and Related Agencies. Previously Mr. Ronholm worked on public health policy in the private sector. He earned a Master's degree in Political Management at The George Washington University and an Undergraduate degree in Finance from California State University at Hayward.



**Francey Lim Youngberg** is the Deputy Assistant Secretary for Intergovernmental Relations and Public Engagement for the U. S. Department of Housing and Urban Development. She is responsible for strategic engagement between the Secretary of HUD and state, local and regional governmental constituencies as well as stakeholders. Prior to joining HUD, she advised clients on cultural competency, research into Asian American and Pacific Islander (AAPI) issues, diversity management, minority recruitment, grant writing, grant management, and fundraising. Prior to consulting, Ms. Youngberg was a Tax Attorney for Morgan Lewis & Bockius in Philadelphia, and Hogan & Hartson in D.C. After leaving private practice, she worked as an attorney in the international division of the Commodity Futures Trading Commission in Washington, D.C. and later became the founding Executive Director of the Asian Pacific American Institute for Congressional Studies (APAICS)) under the Honorable Norman Y. Mineta, who later became Secretary of Transportation under President Bill Clinton and Secretary of Commerce under President George W. Bush. She graduated from Wellesley College and Harvard Law School. Ms. Youngberg has been named as one of the "25 Influential Minority Women in Business" by the Minority Business and Professional Network, "25 Most Influential Asians in America" by A. Magazine: Inside Asian America and the "15 Washingtonians of the Year" by Washingtonian magazine.



**Juliet K. Choi** is Chief of Staff and Senior Advisor for the Office for Civil Rights of the Department of Health and Human Services. Juliet's areas of responsibility include civil rights policy, intra-HHS coordination, legislative and intra governmental affairs, outreach and stakeholder relations. From 2006 to 2011 Juliet worked with the American National Red Cross, serving as a member of the Disaster Services Executive leadership team in the capacity of Senior Director for Disaster Partnerships, the principal in charge for both overseeing its national strategy for strategic and inclusive private sector partnerships and administrative management of the nation's premiere disaster case management technology consortium. Under her leadership, she helped to steward new critical partnerships with several groups including the National Association of Judiciary Interpreters and Translators and the National Disability Rights Network. Juliet is a graduate of the University of Virginia and the University of Maryland School of Law.



**Dr. Ki-Hyun Chun** is the Founder, President, & Chief Executive Officer (CEO) of Chun Group, Inc. and a practicing Certified Public Accountant (CPA). Chun Group, Inc. has two additional subsidiaries. The Asian Herald newspaper founded in 1993 as a community paper printed in English, Chinese, Korean, and Vietnamese. The Asian Herald Library founded in 1985 with over 132,000 books in Chinese (33,500), Korean (35,800), Vietnamese (19,500), Japanese (7,400) open to the public. In addition, there are 9,500 books about Asian countries and culture written in English and others. Dr. Chun came to America with his newlywed wife Sunny with big dreams and ambitions. These dreams and ambitions have become a reality through his key philosophies which are "Live for Others" and "Knowledge is Power." He is also an accomplished painter. Dr. Chun is from Seoul, Korea who studied history at Korea University then came to America on a Rotary Ambassadorial scholarship. He graduated from Lenoir-Rhyne University in 1974 with a B.A. in Business Administration, received his M.A. in Business from Appalachian State University.

## Opening Ceremony

**Monday, May 6, 2014, 9:00 -10:30 AM**

**Location: Symphony 4**



**Joe Leonard Jr. Ph.D.** was sworn in by the Agriculture Secretary Tom Vilsack as Assistant Secretary for Civil Rights on April 6, 2009. Nominated by President Barack Obama and confirmed by the U.S. Senate on April 2, 2009, Assistant Secretary Leonard is the longest serving Assistant Secretary for Civil Rights in USDA's history. Assistant Secretary Leonard is a native of Austin, TX. He holds a Ph.D. in American history with a specialization in civil rights history from Howard University, Washington, DC; an M.A. degree from Southern University, Baton Rouge, LA; and a B.A. degree from Huston-Tillotson University in Austin, TX. Before joining USDA, Assistant Secretary Leonard served as Executive Director of the Congressional Black Caucus (CBC) under the leadership of Representative Carolyn Cheeks Kilpatrick (D-MI)). While at the CBC, Leonard managed the daily activities of the Caucus and helped guide the legislative policy for its 43 congressional members. Prior to his role at the CBC, Assistant Secretary Leonard served as the Executive Director of the Black Leadership Forum, an umbrella organization of 32 member groups that together work to develop and implement progressive public policies for social change. He has also served as the Washington, DC Bureau Chief of the Rainbow/ PUSH Coalition and Director of the Arthur Fleming Institute of the Center for Policy Alternatives.



**Mamie W. Mallory** is the Assistant Administrator for Civil Rights (ACR) for the Federal Aviation Administration (FAA). Prior to joining the Office of Civil Rights, Mallory served as FAA's Director of Aviation Logistics in the Regions and Center Organization. Mallory is a graduate of the Air Traffic Organization (ATO) pilot Senior Leadership Development Program. She worked, on detail, as the acting Staff Manager, Terminal Operations Washington District while in the program. Throughout her career, Mallory has been recognized with numerous awards for outstanding agency and community contributions, including: the Secretary of Transportation Outstanding Achievement Gold Medal. The National Black Coalition of Federal Aviation Employees honored her by creating, the "*Mamie W. Mallory*" Education and Scholarship Foundation. She holds a Master of Science degree in Engineering Management from The George Washington University, a Bachelor of Science degree in Chemical Engineering from North Carolina State University, and a Professional Certificate in Facility Management from George Mason University. She is also an alumna of the Office of Personnel Management's (OPM) Federal Executive Institute and Leadership Greater Washington, Class of 2008.



**Leslie Weldon** was named Deputy Chief for National Forest System In November 2011, with the USDA Forest Service. In this role, Leslie is the Lead Executive responsible for policy, oversight and direction for the natural resource programs for managing the 193 million acres of National Forests and Grasslands so they best demonstrate sustainable multiple-use management, using an ecological approach to provide benefits to citizens. From 2009-2011, Leslie served as Regional Forester for the Northern Region of the Forest Service. In this position she provides oversight for management of 28 million acres of National Forests and Grasslands as well as State & Private Forestry programs in Northern Idaho, Montana, and North Dakota. Leslie's 30-year career with the Forest Service began in 1981 as a summer hire monitoring seedlings, fighting forest fires, and surveying spotted owls on the Mt. Baker-Snoqualmie National Forest in Washington. Between 1987 and 1991, Leslie served as Assistant National Fisheries Program Manager and as a staff biologist for the Northern Region. She has participated on numerous national and international technical and policy review activities. Her work has involved identifying shared goals and working closely with partners from academia, conservation, as well as environmental and community groups, local government, and natural resource related businesses. She is committed to workforce diversity, leadership development, and civil rights.



**Richard Love** began his career with the Social Security Administration in the Atlanta Region as a Claims Representative in the Kingsport, TN. District Office. Richard held a range of increasingly responsible positions that included stints in the Philadelphia Region, the Denver Region and the San Francisco Region. The positions included Operations Supervisor, Management Support Specialist, Area Systems Coordinator, Level 2 District Manager, Level 1 District Manager and Area Director. Prior to becoming the Area Director in North Carolina he held the same position in Sacramento, CA. Many of the positions and assignments Richard participated in came while he was working here in the Charlotte Social Security Office. Richard's broad operational experience is complimented by his participation in various National Workgroups and assignments in Central Office. Richard has a Bachelor's Degree in History from North Carolina Central University in Durham, NC. He is married to his College sweetheart Lynette and they have 2 adult sons, Richard Jr and Reginald (Reggie).

## FAPAC Military Awards Luncheon

**Wednesday, May 7, 2014, 12:00 -1:30 PM**

**Location: Symphony 4**



**Rear Admiral Joseph M. Vojvodich** (VAH-vah-ditch) currently serves as the U.S. Coast Guard's Program Executive Officer (PEO) and Director of Acquisition Programs. His duties include management oversight of all Coast Guard acquisition programs and projects for the modernization and recapitalization of surface, air, command and control, and logistics assets in support of the Coast Guard's multiple maritime missions. Prior to reporting as PEO of the Acquisition Directorate, he served as Commander of Coast Guard Sector Long Island Sound, responsible for search and rescue, environmental response, port safety and security, inspections of domestic and foreign vessels, ice breaking missions, and fisheries enforcement operations for coastal Connecticut, Long Island Sound and offshore 200 nautical miles. His afloat assignments include a tour as Commanding Officer of the multi-national crewed Caribbean Support Tender, USCGC GENTIAN; Executive Officer on USCGC STORIS; Commanding Officer of USCGC SAPELO; and Navigator on the USCGC MIDGETT. He supervised the Coast Guard's research and development portfolio at the Department of Homeland Security's Science and Technology Directorate. Born in South Korea, he was raised in Richmond, Ohio and graduated from Jefferson Union High School. Rear Admiral Vojvodich is a graduate of the U. S. Coast Guard Academy with honors. He earned a Master of Science degree in Electrical Engineering from Purdue University and has completed the Naval War College nonresidential curriculum. He is a certified Level III Acquisition Professional and holds the Chief Information Officer certificate from the National Defense University.



**Charmane S. Johnson**, a twenty-year veteran of the Civil Rights and Equal Employment Opportunity and Diversity Management Career Field, joined the senior staff in the U.S. Department of Defense's Office of the Under Secretary of Defense for Personnel and Readiness (P&R), Office Diversity Management and Equal Opportunity (ODMEO), in January 2004. She serves as the Director for Federal Women, Asian, and Black Employment Policy for the Department of Defense, ensuring fairness and equity in department-wide practices, policies, and programs that impact more than 700,000 civilian workers located in the U.S. and abroad. Mrs. Johnson promulgates DoD-wide Equal Employment Opportunity (EEO) policies that promote and strengthen the presence and participation of minorities and women in the DoD pipeline and key department positions. She is an advocate and advisor to DoD senior officials on barriers affecting the advancement and full representation of women, Asian Americans and Pacific Islanders and African Americans. Mrs. Johnson also leads initiatives to support Minority Institutions of Higher Education, to include Historically Black Colleges and Universities, Tribal Colleges and Universities, Asian American and Native American Pacific Islander-Serving Institutions, in their effort to increase their self-sufficiency by improving academic programs, institutional management, and fiscal stability. Mrs. Johnson established the DoD Centralized Intern Program in 2007 and continues to lead component-wide initiatives to strategically affect diversity in the DoD pipeline and STEM positions, while mentoring students and aiding their successful matriculation into internships and permanent department positions.



## FAPAC Civilian Awards Dinner Banquet

Thursday, May 8, 2014, 7:00 -10:00 PM

Location : Symphony 4



**Katherine Archuleta** On November 4th, Archuleta was sworn in to begin her tenure as the 10th Director of OPM, and the first Latina to head this federal agency. Director Archuleta began her career in public service as a teacher in the Denver public school system. She left teaching to work as an aide to Denver Mayor Federico Peña. When Mayor Peña became Secretary of Transportation during the Clinton Administration, Archuleta continued her public service as his Chief of Staff. Later, Peña was appointed to head the Department of Energy and Archuleta served as a Senior Policy Advisor in the Office of the Secretary. After the Clinton Administration, she went back to local government and became a Senior Policy Advisor to Denver Mayor John Hickenlooper. Prior to joining OPM, Archuleta spent the first two years of the Obama Administration serving as the Chief of Staff at the Department of Labor to Secretary Hilda Solis, and most recently, she was the National Political Director for the President's 2012 re-election campaign.



**Edward Avalos** is the Under Secretary for Marketing and Regulatory Programs at the United States Department of Agriculture. Mr. Avalos provides leadership and oversight for the Animal and Plant Health Inspection Service which addresses animal and plant pests and diseases; the Agricultural Marketing Service, which provides standardization testing and marketing of commodities and specialty crops; and the Grain Inspection, Packers and Stockyards Administration, which promotes marketing of livestock, cereals and meats, as well as fair trade practices. Mr. Avalos grew up on a family farm in the Mesilla Valley of Southern New Mexico. Prior to his appointment at USDA, he served as Director of Marketing and Development at the New Mexico Department of Agriculture. He has over 30 years experience in livestock and agriculture marketing in both the domestic and international arenas. Mr. Avalos has spent considerable time working closely with producers to address industry demands; with distributors to ensure timely and feasible delivery of goods; and with retailers to showcase, promote, sell, merchandise, and inform the consumer utilizing numerous promotional and educational tools. In addition, Mr. Avalos has worked on "buy local" initiatives, Indian agriculture and numerous promotional and trade activities with industry organizations and other stakeholder groups. Mr. Avalos holds Bachelor of Science and Master of Science degrees in Agriculture from New Mexico State University in Las Cruces, New Mexico.



**Georgia Coffey** was named Deputy Assistant Secretary for Diversity and Inclusion in the Department of Veterans Affairs (VA) on Sept. 2, 2008. As Deputy Assistant Secretary, Ms. Coffey serves as the principal advisor to the Secretary and Assistant Secretary for Human Resources and Administration on equal employment opportunity, workforce diversity and workplace inclusion issues. She has over 20 years of EEO, diversity, and dispute resolution experience in the public and private sectors and has led several leading edge EEO and diversity initiatives government-wide. Under her leadership, VA has implemented numerous groundbreaking programs including developing VA's first Diversity and Inclusion Strategic Plan which served as a model for the Government-wide Strategic Plan established under President Obama's Executive Order 13548, standing-up its first VA-wide Diversity Council, implementing standardized EEO and diversity training and performance elements for managers and supervisors, issuing a consolidated EEO, Diversity, and No FEAR Policy Statement, and restructuring and renaming the office she leads to the Office of Diversity and Inclusion. Prior to joining VA in 2008, Ms. Coffey served as the Director of EEO and Diversity Management and Acting Assistant Commissioner for Management for the U.S. Food and Drug Administration where she implemented similar first-time EEO and diversity initiatives. She is a prolific public speaker on diversity and inclusion in the public sector and a contributing author to "Inside the Minds: Implementing a Successful Human Resources Strategy."

## Plenary Sessions

### P1. Plenary - WHIAAPI Forum

#### Challenge Team Pilot Briefing

Tuesday, May 6, 2014, 10:45 AM -11:45 AM

Location: Symphony 4

*Speaker: Peter M. Nguyen, FAA, Challenge Team Coordinator*

*Speaker: Ranmali Fonseka, DOT, Dr. Vanee Komolprasert, HHS; Lina Woo, USDA*

To address training needs, FAPAC initiated a pilot with the support of WHIAAPI, OPM and EEOC that features four virtual teams working across government to focus on four critical areas: capacity building, data disaggregation, language access and workforce diversity. Team representatives will present the findings and recommendations of the respective teams



**Peter M. Nguyen** serves as the manager for the Air Traffic Organization at the FAA. He is responsible for managing the National Acquisition Evaluation Program, the Information Technology and Information Systems Security for various agency level Investment Decision processes. Mr. Nguyen holds a Bachelors of Science Degree in Electronics Engineering Technology and a Master of Science Degree in Information Systems. Mr. Nguyen is very active with APA organizations. He is the National President for the National Asian and Pacific American Association (NAPA) representing over 1700 members nationwide. He also serves as the Program Committee Chair and was previously the Scholarship & Internship Committee Chair for FAPAC. In addition, he is a key member of the Asian American Government Executives Network (AAGEN), and a member of the National Asian Peace Officers Association (NAPOA).



**Ranmali Fonseka** joined the Federal Transit Administration, US Department of Transportation in 2006 as a Program Analyst in the Office of Administration, Department of Human Resources. She is a Special Projects Coordinator in the Learning and Knowledge Management Group, Office of Administration, and is also an Administrator of FTA's electronic Learning Management System. Ms. Fonseka is an advocate of lifelong learning with a M.A. in English from Yale University and a B.A. in Political Science from Bryn Mawr College. She has 20+ years prior work experience in the private sector as a Research Associate, Writer-Editor and Paralegal. As a former immigrant, Ms. Fonseka enjoys assisting the federal Asian Pacific American community. She serves in these roles: Executive Board Member, US DOT Asian Pacific American Employees Council; FAPAC Career Development Program Committee Member; FAPAC Leadership Workshop Committee Member; and FAPAC Language Access Challenge Team Member.



**Vanee Komolprasert, Ph.D** has been a Consumer Safety Officer for 9 years at Food and Drug Administration in College Park, MD. She manages the multidisciplinary review of pre-market notification submissions for the safe use of new food contact substances and food packaging, and provides professional service to representatives of the regulated food packaging and food processing industry. Prior to the CSO position, she was an FDA's research scientist for 14 years in Chicago, IL, investigating several high priority projects on food packaging safety. She received several achievement awards for her performance on a number of projects, and has published 30 articles and book chapters. She earned a Ph.D. degree in agricultural engineering, and is a licensed professional engineer (P.E.) in Chemical Engineering. Since 1992, she has given numerous short courses and lectures at state universities to promote the advancement of scientific knowledge, technology and education in Thailand. She volunteered tutoring Thai children in mathematics for 12 years, earning her an FDA's Community Service Citizenship Award in 2000. She is a life member of Federal Asian Pacific American Council (FAPAC), served as Membership Chair in 2009-2012, and is currently Constitution and Bylaws Chair. She is working on extramural activities that help promote diversity and inclusion in the workplace, such as training opportunities that will offer career advancement and promotion opportunities to all underserved ethnic groups in the federal workforce. She helped FAPAC Program Committee initiate for the first time a series of FAPAC three one-day leadership workshops in fiscal year 2014.

## Plenary Sessions

### P1. Plenary - WHIAAPI Forum

#### Challenge Team Pilot Briefing (Cont'd)

Tuesday, May 6, 2014, 10:45 AM - 11:45 AM

Location: Symphony 4



**Lina Woo** serves as an Ethics Specialist with the U.S. Department of Agriculture's Office of Ethics, after completing a detail with the Chief Human Capital Officers Council working on HR University at OPM. She began Federal service with the Recruitment and Diversity Programs Division at USDA 4 years ago as a HR Specialist. After earning a degree in Social Welfare from the University of California, Berkeley, she devoted her career to serving students in public institutions of higher education. She had served as an EOP/AA Counselor, Residence Deputy, Veterans and Verification Services Coordinator, and Admissions Counselor at UC Berkeley. While at California State University, Hayward, she served as Associate Director of the Office of Recruitment and Pre-admission Advising and was appointed Interim Director of the Learning Resources Center. She also served as a Sr. Recruiter, Employment Services at UC Berkeley and at the University of California Office of the President. Her most recent position prior to joining the Federal service was with the University of California Center Sacramento, an academic center she helped to build bringing UC students to the Governor's Office for internships in public service. As an employment recruiter, Lina is certified as a Diversity Recruiter and Professional in Human Resources, and her community service includes working with national organizations such as Asian Pacific Americans in Higher Education, the Conference on Asian Pacific American Leadership and the Cal Alumni Club of Washington DC. She founded the Asian Pacific American Systemwide Alliance (APASA) for Berkeley staff, faculty and students, long before employee affinity groups became popular in organizations.

### OPM/AAGEN SES PROGRAM

*Speaker: Dr. Vivian Chen, USDA*



**Dr. Vivian T. Chen** is the Executive on Loan to the OSEC working on the Department's White House Initiative for Asian Americans and Pacific Islanders. She has over 30 years of experience in public health, grants management, resource and community development, evaluation and research. Her career stretches from national policy formulation at the U.S. Public Health Service (PHS) to public health and community work. Prior to joining the USDA in 2010, she served as a PHS Commissioned Corps officer, where she led various offices in the U.S. Department of Health and Human Services and assisted in the establishment of the now, Institute on Diversity in NIH. During her time at the Health Resources and Services Administration, Dr. Chen established the Office of Minority and Women's Health; created a demonstration program integrating hepatitis C vaccinations into the community health centers; and a demonstration program that integrated substance abuse and mental health assessments into primary care settings. Surgeon General David Satcher appointed her as the Chief Professional Officer (CPO) for the Health Service Officers (HSO) category of the PHS Commissioned Corps. She was the first Asian American and first female to serve as the HSO CPO. Dr. Chen later served as the Health Operations Director/Deputy Health Commissioner at the City of Milwaukee Health Department where she managed all aspects of the city's health department, including the establishment of a BSL3 laboratory and automation of the food safety inspections. As a senior policy consultant, Dr. Chen has authored a number of publications on drug abuse analysis, epidemiology modeling, women's health, food safety and health policy. Dr. Chen has served as past president for both Pan Asian Women and the Women's American Organization for Research and Training, and has worked closely with minority and women's groups, primary care networks, public health policy organizations, and community health centers for over 25 years.



## Plenary Sessions

### **P2. Plenary - NCEPS Town Hall Meeting**

Wednesday, May 7, 9:00 AM – 10:30 AM

Location: Symphony 1&2&3

*Coordinator: Cheryle Zwang, Executive Director, NCEPS*

*Panel: President/Chair of BIG, FAPAC, FEDS, FEDQ, FEW, National Image Inc., SAIGE*

The National Coalition for Equity in Public Service (NCEPS) was formed to focus on the promotion equity and diversity in the public sector. Meet the leaders of the member organizations (BIG, FEDs, FEDQ, FEW, FAPAC, National Image and SAIGE) and learn about their membership, priorities and plan of action for the coming year in a town hall meeting format.



*Cheryle Zwang  
Executive Director  
NCEPS*



*Darlene H Young  
President  
BIG*



*Matthew B. Murphy  
President  
FEDQ*



*Jason Olsen  
President  
FEDS*



*Michelle Crockett  
President  
FEW*



*Dr. Kin Wong  
President  
FAPAC*



*Sylvia Chavez  
Chair & CEO  
National Image Inc*



*Susan Johnson  
Chair  
SAIGE*



## Plenary Sessions

### **P3. Plenary - Healthcare for AAPI**

**Wednesday, May 7, 2014, 10:45 AM – 12:00 PM**

**Location: Symphony 1&2&3**

*Presenter: Dr. Rahul M. Jindal, Walter Reed Army Medical Center*

*Presenter: Major General, James C. Chow, Air National Guard*

*Presenter: Dr. Cynthia Macri, U.S. Navy*

The plenary will feature a panel of medical professionals to discuss the healthcare disparities among the AAPI and some critical issues in light of Obamacare.



**Major General James C. Chow** is Air National Guard Assistant to the United States Air Force Surgeon General for Operations/Policy (SG3). He is the adviser to the Surgeon General for Operations/Policy on Air National Guard medical matters. His responsibilities also include liaison for medical policies, plans, and programs for the Air National Guard to various Offices of Secretary of Defense and Veterans Affairs. He served as Flight Surgeon for the 157th Fighter Squadron Medical Element and later became the Chief of Aerospace Medicine for the 169th Medical squadron. General Chow became the Joint Force Headquarters Surgeon for the South Carolina National Guard after serving as the State Air Surgeon for the South Carolina Air National Guard. In 2007, General Chow was assigned as the Air National Guard Assistant to the Air Combat Command Surgeon General. He serves as a liaison and advisor for health readiness for Air Combat Command and Air Combat Command-gained Air National Guard units. General Chow is also the Air National Guard Medical Assistant to the Medical Force Provider supporting Homeland Defense for wartime tasking and crisis response.



**Dr. Rahul M. Jindal, MD, PhD, MBA**, is currently a transplant surgeon at the Walter Reed Army Medical Center and a Clinical Professor at George Washington University, Washington, DC. He received a Transplant Fellowship at the University of Oxford, in the UK, followed by Clinical Fellowships at the Boston University and Mt. Sinai Medical Center, New York. Dr. Jindal's research work and publications have been cited in text books and have been accompanied by editorials and press releases by the American Society of Nephrology and other specialist journals. This body of work has led to change in the practice of transplantation in some areas. Dr. Jindal setup the first comprehensive kidney dialysis and kidney transplant program in Guyana, South America. He has not only given hope to many kidney failure patients but he has also increased the overall medical standards in Guyana. This work was documented in his book "The Story of the First Kidney Transplant in Guyana, South America: And Lessons for Developing Countries, ISBN: 9-78144-017387". Dr. Jindal is the Director of the National Blood and Bone marrow Drive Campaign. He and a team of dedicated individuals successfully carried out a tremendous campaign throughout several states in North America. Dr. Jindal has played a crucial role on the medical team that conducted groundbreaking surgery at Walter Reed AMC on Thanksgiving Day in 2009. To gain insight into management and public policy, Dr. Jindal recently completed an Executive M.B.A. He is the Vice-Chair of "International Partnership for Global Health", Naval Research Institute, and Co-Chair of SEVAK Program in which his team trains high school students in good preventative measures and diagnosis of diabetes and hypertension in rural areas of India and Guyana where there are no medical facilities. Dr. Jindal is also the Co-Chair of US-India Political Action Committee ([www.usinpac.com](http://www.usinpac.com)) which advocates closer U.S. India – ties.



**Dr. Cynthia Macri** attended Temple University School of Medicine on a Navy Scholarship, graduating with an M.D. degree in 1983, completing a residency in Obstetrics and Gynecology (OB/GYN) at the National Naval Medical Center (NNMC) in 1987. At NMETC, she served as Director of Medical Department Accessions, where she managed the multi-million dollar Armed Forces Health Professions Scholarship Program (AFHPSP) and other accessions programs for the Navy medical department. In 2003, CAPT Macri was selected as Vice President, Recruitment & Diversity, Uniformed Services University (USUHS). There, she served on the Admissions Committee for the School of Medicine and developed creative recruiting and mentoring strategies. CAPT Macri now serves as the Special Assistant to the Chief of Naval Operations for Diversity operation until 2013 and retired from military service with the rank Captain. She is serving as a civilian in the area of EEO for the U.S. Navy.

## Plenary Sessions

### P4. Plenary - EEO Forum -

### Key Civil Rights Issues Impacting the AAPI Community

Thursday, May 8, 2014, 8:00 AM – 9:15 AM

Location: Symphony 4

*Guest Speaker: Commissioner Jenny Yang, EEOC*

*Moderator: M. Farook Sait, Esq. Conference Chair, FAPAC*

*Panel of EEO Directors: John Robinson, State Department; Jo Linda Johnson, TSA*

*Deborah Minor, ACF/HHS*



**Commissioner Jenny Yang** was nominated by President Barack Obama and was unanimously confirmed by the Senate on April 25, 2013, to serve a term expiring July 1, 2017. Ms. Yang was a partner of Cohen, Milstein, Sellers & Toll PLLC. She joined the firm in 2003, and has represented thousands of employees across the country in numerous complex civil rights and employment actions. As chair of the firm's hiring and diversity committee, Ms. Yang has experience with the myriad issues employers confront in making hiring and other personnel decisions. Prior to that, Ms. Yang served as a Senior Trial Attorney with the U.S. Department of Justice, Civil Rights Division, Employment Litigation Section, where she enforced federal laws prohibiting discrimination in employment by state and local government employers from 1998 to 2003. Before that, she worked at the National Employment Law Project to enforce the workplace rights of garment workers. Ms. Yang clerked for the Honorable Edmund Ludwig on the United States District Court for the Eastern District of Pennsylvania. Ms. Yang received her B.A. from Cornell University in Government. She received her J.D. from New York University School of Law, where she was a Note and Comment Editor of the Law Review and a Root-Tilden Public Interest Scholar.



**John M. Robinson** was appointed Director of the Office of Civil Rights and Chief Diversity Officer for the Department of State in March, 2008. He serves as primary advisor to the Secretary of State and her senior leadership on EEO, diversity, affirmative employment, and related issues. Prior to this appointment, Mr. Robinson was the first Chief of EEO and Diversity for the Office of the Director of National Intelligence and served in a similar role for the IRS from 2001 to 2005. Robinson was Senior Policy Advisor to the Secretary of the Department of Energy (DOE) from 1999 to 2001. His federal service began in 1994 as Deputy Assistant Secretary in the Employment and Training Administration (ETA) of the U.S. Department of Labor (DOL). Mr. Robinson has served in the Rhode Island Governor's Cabinet as Director of the RI Department of Employment and Training and also as a senior dean at Brown University. A Vietnam-era veteran, he served as a naval officer aboard a destroyer and an ammunition ship, and earned the Navy Commendation Medal.



**Jo Linda Johnson** joined TSA in November of 2013, after almost 13 years with the United States Equal Employment Opportunity Commission. She is considered an expert on civil rights laws, the federal sector EEO process, issues of affirmative employment and affirmative action, and diversity. During her tenure with the Commission, Ms. Johnson served in several roles, including that of appellate attorney with the Office of Federal Operations (OFO), attorney advisor and then Branch Chief for the Affirmative Employment Division, Special Assistant to the Acting Vice Chair of the Commission, and Director of Training and Outreach. Ms. Johnson now serves as the Director of the Civil Rights office of TSA. Ms. She is a member of the board of directors for the Bar Association of the District of Columbia (BADC). She is also involved with the American Bar Association's Labor and Employment Law (LEL) Section, having been selected as a LEL Section Fellow in 2011. Prior to her federal service, Ms. Johnson served as a Judicial Clerk for the Superior Court of the State of Connecticut.



**Deborah Minor** is the Director of the Office of Diversity Management and Equal Employment Opportunity (EEO), Administration for Children and Families, US Department of Health and Human Services (HHS). Ms. Minor's EEO and civil rights experience in various Federal positions brings us a wealth of knowledge and expertise in the EEO and Civil Rights field. Her leadership positions across the Federal government include major federal agencies, such as the US Department of Agriculture, the US Department of Defense, and the US Department of Commerce, where she served as Executive to former Secretary Ron Brown and to his Press Secretary. Ms. Minor also served as Deputy Associate Administrator for EEO and Women-Owned Businesses at the Small Business Administration, responsible for direct oversight of over 90 Women's Business Centers around the country. Ms. Minor's initiative and assertiveness in the Civil Rights community has significantly contributed to historically disadvantaged groups. Most recently, Ms. Minor spoke at the White House on the Hispanic Initiative and Cultural Competency roundtable. This year, Ms. Minor will be hosting the Class of 2014 High School graduation for DC public school students with developmental disabilities who are working in various federal agencies.



## Plenary Sessions

### **P.5. Plenary – OPM Diversity & Inclusion Forum**

Thursday, May 8, 2014, 9:30 AM – 10:30 AM

Location: Symphony 4

*Guest Speaker: Veronica Villalobos, Director, Diversity & Inclusion, OPM*

*Guest Speaker: Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion, VA*

*Guest Speaker: Larry Stubblefield, Deputy Assistant Secretary for Diversity and Leadership, US Army*



**Veronica Villalobos** was appointed to the Senior Executive Service in October 2010. She currently serves as the Office of Personnel Management's (OPM) Director for the Office of Diversity and Inclusion. In that capacity, she manages OPM's government-wide effort to develop, drive, and monitor strategies and initiatives to create a more diverse and inclusive federal workforce. Earlier in her career, Ms. Villalobos was employed at the U.S. Equal Employment Opportunity Commission (EEOC), as one of the agency's first Honor Program attorneys. She has served as the Director of the Office of Equal Opportunity, where she was responsible for EEOC's EEO Complaint Processing and Affirmative Employment Programs. In 2008, Ms. Villalobos served as the chair of the Federal Hispanic Work Group, which was charged by the EEOC with examining the Hispanic community's systemic concerns about federal sector employment and executive development. For several years, she was assigned to EEOC's Office of Federal Operations, where she issued decisions in cases covering alleged discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal. Ms. Villalobos has also worked in the EEOC's Office of Legal Counsel, provided legal advice to the Chair and Commissioners. In 2003, she was on detail to the National Labor Relations Board, where she worked in both the Chairman's Office and the General Counsel's Contempt Litigation Division. Ms. Villalobos was born and raised in El Paso, Texas. She graduated from Saint Mary's College in South Bend, Indiana, in 1996, with a Bachelor of Arts degree in Political Science and Psychology. After graduation, she received the Telecommunications Fellowship with the Congressional Hispanic Caucus Institute. From there, she went on to earn her law degree from American University's Washington College of Law. Ms. Villalobos is a member of the Maryland and Michigan bars.



**Georgia Coffey** was named Deputy Assistant Secretary for Diversity and Inclusion in the Department of Veterans Affairs (VA) on Sept. 2, 2008. As Deputy Assistant Secretary, Ms. Coffey serves as the principal advisor to the Secretary and Assistant Secretary for Human Resources and Administration on equal employment opportunity, workforce diversity and workplace inclusion issues. She has over 20 years of EEO, diversity, and dispute resolution experience in the public and private sectors and has led several leading edge EEO and diversity initiatives government-wide. Under her leadership, VA has implemented numerous ground-breaking programs including developing VA's first Diversity and Inclusion Strategic Plan which served as a model for the Government-wide Strategic Plan established under President Obama's Executive Order 13548, standing-up its first VA-wide Diversity Council, implementing standardized EEO and diversity training and performance elements for managers and supervisors, issuing a consolidated EEO, Diversity, and No FEAR Policy Statement, and restructuring and renaming the office she leads to the Office of Diversity and Inclusion. Prior to joining VA in 2008, Ms. Coffey served as the Director of EEO and Diversity Management and Acting Assistant Commissioner for Management for the U.S. Food and Drug Administration where she implemented similar first-time EEO and diversity initiatives. She is a prolific public speaker on diversity and inclusion in the public sector and a contributing author to "Inside the Minds: Implementing a Successful Human Resources Strategy."



**Larry Stubblefield** was selected in August 2010 as the Deputy Assistant Secretary of the Army for Diversity and Leadership. In this position he provides leadership and acts for the Assistant Secretary of the Army, Manpower and Reserve Affairs on plans, programs, policy formulation, decisions and practices pertaining to Diversity and Leadership. He also serves as the Functional Chief Representative for the Army's Equal Employment Opportunity Career Program and is responsible for addressing issues of accessibility and public use of Army facilities. Mr. Stubblefield became a member of the Senior Executive Service in September 2005 when he was selected as the Deputy Administrative Assistant to the Secretary of the Army. Previously he has served concurrently as Acting Executive Director, US Army Information Technology Agency and Executive Director, US Army Headquarters Services. He has served in several positions including Executive Officer and Senior Military Advisor to the Administrative Assistant to the Secretary of the Army, Washington, DC (Retired at the rank of colonel after 30 years of active duty.), Commander, 6th Area Support Group, US Army Europe and Seventh Army, Stuttgart, GE Commander, Defense Distribution Depot, Corpus Christi, TX. He has received numerous honors including the Decoration for Exceptional Civilian Service, Presidential Rank Award Distinguished Executive, Meritorious Civilian Service, and the Distinguished Service Medal.

## Plenary Sessions

### **P6. Plenary - Food and Culture**

**Thursday, May 8, 2014, 10:45 AM – 12:00 PM**

**Location: Symphony 4**

*Guest Speaker: Marja Vongerichten, PBS TV series “Kimchi Chronicles”*

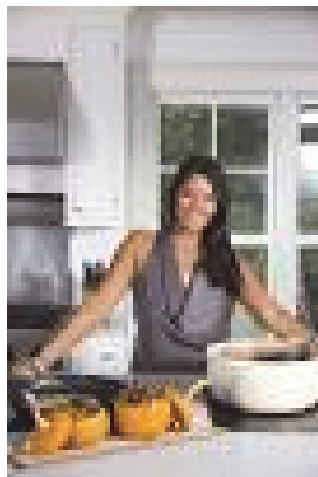


**Marja Vongerichten** will talk about her personal and professional experiences which led her to become the face of Korean food and culture in America. She will encourage students to pursue their dreams through hard work and preparation. She will explain how she took advantage of certain opportunities to host the PBS TV series “Kimchi Chronicles” and write a cookbook by the same name. She will also discuss some of her current projects, including developing a pop-up restaurant, called “Kimchi Goddess”, which is bringing healthy, delicious and convenient food to college campuses.

Born in Korea, and raised in the U.S. from the age of four, Marja traced her roots and reconnected with her biological family in the U.S. and Korea. She shaped this emotional experience through the prism of Korean cuisine and culture. She is an actress (Ladder 49), TV host, cooking sensation, wife and mother. Listen to the Kimchee Goddess as she takes you on this tasty, zesty and touching journey.

Marja Vongerichten is the host of PBS's "Kimchi Chronicles," which airs in the US as well as internationally in countries such as Korea, France, Philippines and Spain. She is also the author of a companion cookbook "Kimchi Chronicles: Korean Cooking for an American Kitchen." Marja has introduced her own brand of Korean restaurant called “Kimchi Goddess.” Kimchi Goddess is working in partnership with Aramark to bring healthy, delicious food to college campuses in America. Marja's remarkable life story begins in Uijeongbu, South Korea where she was born to her Korean mother and an American soldier. She was adopted at the age of 3 by a Colonel in the U.S. Marine Corps, then stationed in South Korea, and his wife, a civil rights attorney. Marja reunited with her Korean birth mother when she was 19. She also reconnected with her Korean roots, family, culture and food in South Korea. She never forgot the tastes and smells of Korean cooking.

"Kimchi Chronicles" was Marja's journey of rediscovery through a distinct, personal and authentic lens. Marja is now the face of Korean food and culture in America. She lives in New York City with her famous husband, world-renown French chef Jean-Georges and her daughter, Chloe'.



## Executive Coaching One On One

Wednesday, May 7, 1:45-5.00 p.m.

Location : Symphony 4

*Pre-register at the information desk*

Executive mentoring or coaching is an opportunity for employees to meet with a seasoned and senior Federal manager or Executive to receive personalized career advice. Coaching provides an opportunity for more direct, give-and-take interaction than plenary sessions or larger workshops. The format of the coaching session will be 30 minute sessions of one-on-one with the questions limited to professional advice. Senior Leaders will be available to meet one-on-one in short sessions to offer advice on professional career development.

*Coordinator: Peter M. Nguyen & Kevin Le, FAA*



**Oliver C. Allen Jr.**  
Equal  
Employment  
Opportunity  
Officer,  
Department of  
Justice/Drug  
Enforcement  
Administration

**Oliver C. Allen, Jr.**, a native of Washington, DC and a retired Army veteran, is the Equal Employment Opportunity Officer for the Drug Enforcement Administration. His major responsibilities are to provide personal assistance to the Administrator in planning, organizing, directing, controlling and evaluating a comprehensive agency-wide equal opportunity program throughout the United States and abroad for over 10,000 employees. He has more than 27 years of management and training experience and over 21 years of EEO and civil rights experience. He is a recipient of the Attorney General's Award for EEO and the Justice Management Division Leadership Collaboration Award. Oliver has conducted civil rights and EEO training for numerous federal and state agencies as well as national conferences. He received his Bachelors of Science degree in Business Administration from Strayer College and a Master's of Science degree in Administration (Human Resources) from Central Michigan University. He is an adjunct faculty member with the University of Phoenix. His professional memberships include the Council of Federal EEO and Civil Rights Executive and the Association of the U.S. Army.



**James J. Braxton Sr.**  
Chief, EEO  
Headquarters  
U.S. Army  
Corps. of  
Engineers

**James J. Braxton Sr.**, is a career Federal civil servant with the U.S. Army Corps of Engineers (USACE). James is currently the Chief, Office Equal Employment Opportunity (EEO), Headquarters (HQ), USACE, Washington, DC responsible for Command-wide Equal Employment Opportunity, Equal Opportunity, Diversity, and Sexual Harassment Assault Response Programs. James is responsible for a command program overseeing 9 Divisions, 44 Districts, and 4 Centers. He is the career program manager for approximately 125 EEO Specialist. He has served in a variety of positions to include Chief, EEO Office, Humphrey Engineer Center Support Activity, USACE located in Washington, D.C. and Alexandria, Virginia; Director, Office of EEO, U.S. Army Material Command, Aviation and Missile Command, Huntsville, Alabama; EEO Specialist, HQ, USACE, Washington, D.C.; Labor Relations Specialist and Acting EEO Manager, Headquarters, Defense Logistics Agency (DLA), Fort Belvoir, Virginia; and Senior Program Analyst, Weapons System Support Manager, and Employee Relations Specialist, Defense Supply Center Richmond, DLA, Richmond Virginia.



**Margareth J. Bennett**  
Director,  
Institute & Center  
Services Division,  
National Institute of  
Health

**Margareth J. Bennett** is currently employed with the National Institute of Health as the Director, Institute and Center Services Division. Prior to joining the NIH, Ms. Bennett worked for the Small Business Administration, where she served as the Assistant Administrator for Equal Employment Opportunity and Civil Rights Compliance. Ms. Bennett has worked for several Federal agencies, to name a few: Department of Veteran Affairs; Department of Treasury; Internal Revenue Service; Department of the Army; Department of Defense; and the U.S. Coast Guard in a myriad of positions from EEO Counselor up to Management. Ms. Bennett is committed and a life time civil servant, she has been with the Federal government for 34 years 27 of those years has been in the Equal Opportunity, Equal Employment Opportunity and Civil Rights field. Ms. Bennett is the proud mother of two sons, and the grandmother of four beautiful grandchildren.



**John W. Burden**  
Chief Diversity  
Officer  
U.S. Department of  
the Interior

**John W. Burden** is a member of the Senior Executive Service and he serves as the Chief Diversity Officer at the Department of the Interior. A recognized expert on diversity and inclusion, John has been interviewed and quoted by many leading national publications and organizations, including the New York Times, Washington Post, the Society for Human Resource Management, and the International Society of Diversity and Inclusion Professionals. He has received several recognitions for his achievements in the field of diversity, most notably the esteemed President of the United States' Meritorious Service Medal. John is professionally certified by the Human Resources Certification Institute - the credentialing arm of the Society of Human Resources Management - as a Senior Professional in Human Resources. His formal education includes a Bachelor of Science Degree in Workforce Education and Development from Southern Illinois University, and a Master of Arts Degree in Human Resources Management from Webster University.



## Executive Coaching Mentors

Wednesday, May 7, 1:45-5.00 p.m.

Location : Symphony 4

Coordinator: Peter M. Nguyen & Kevin Le, FAA



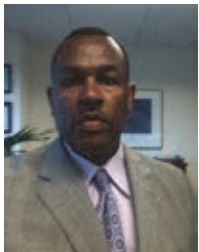
**Cynthia D. Dunn**  
Senior EEO  
Specialist  
Internal Revenue  
Services

**Cynthia D. Dunn** joined the Internal Revenue Service (IRS), Headquarters (HQ), Tax Exempt and Government Entities (TE/GE) division, Office of Equity, Diversity and Inclusion (EDI) in Washington, DC as the EDI Director on July 25, 2004. Prior to TE/GE, Cynthia served as the Senior EEO Specialist for the IRS, Large and Mid-Size Business (LMSB) division, December 2000 – July 2004. Cynthia also served as the Acting EEO Director for LMSB (several occasions) and the IRS Taxpayer Advocate Services (TAS), March – June 2003. Cynthia started her Federal government career in 1980 as a GS-01 Clerk Typist in the Stay-in-School Program. She began her career in the field of EEO and Diversity in 1992. Cynthia attended the University of Maryland College Park and the European Division, Nuernberg, West Germany. She is an active member of the Federal Asian Pacific American Council (FAPAC). Cynthia resides in Waldorf, MD. She has two sons, Kevin and Jamahl and three grandchildren



**Selina Lee**  
Director, EEO  
Services  
Department of Edu-  
cation

**Selina Lee** is the Director of EEO Services in the Office of Management at the U.S. Department of Education. Her primary responsibility is to provide supervision and leadership for directing and executing the Department's EEO and diversity programs at the agency level. She provides oversight guidance to managers and supervisors on EEO complaint processing, affirmative employment, conflict resolution, diversity management, and EEO training programs. Her prior position was the Regional EEO Officer at the Department of Veterans Affairs where she assumed a supervisory role for overseeing three field offices with a staff of over 40 EEO specialists and a workload of over 800 EEO complaints throughout the assigned region. Her work experiences include 15 years serving as an supervisory EEO manager at different agencies. She has been an activist in the Asian/Pacific American community as a leader and as a volunteer. She cultivates relationships with and provides support to a number of non-profit organizations including the Federal Asian/Pacific American Council, Organization of Chinese Americans, Blacks in Government, National Image, Inc., Federally Employed Women, National Hispanic Employment Program Managers Association, Asian American Executive Network, and organizations committed to promoting diversity and inclusion. She also conducts training in the EEO community focusing on diversity, equal opportunity, leadership, and human relations. Ms. Lee is a strong believer in "Equal Opportunity for All" and focuses on collaborative and transformational leadership.



**David L. King**  
Deputy Director  
Office of Adjudica-  
tion  
Department of  
Agriculture

**David L. King** is the Deputy Director, Office of Adjudication in the Office of the Assistant Secretary for Civil Rights at the U.S. Department of Agriculture. He has worked in the area of civil rights with the Department of Veterans Affairs, the Department of Homeland Security, the Department of Labor and the Department of Justice. As a civil rights practitioner, He served at various times as a counselor, trainer, and liaison for EEO field personnel, compliance officer and director of training. A native of Winston-Salem, North Carolina, Mr. King earned a Bachelor's and Master's degree from North Carolina Central University; and a Law Degree from George Washington University, National Law Center. In 2003, he retired from the U.S. Army Reserve, at the rank of Major, after serving 21 years as a Transportation Officer. During his military service Mr. King served as a Company Commander, Staff Officer, Executive Officer and Platoon Leader. During much of his military career, he also served as his unit's Equal Opportunity Officer. Mr. King is a graduate of the Defense Equal Opportunity Management Institute (DEOMI). Mr. King is also an adjunct professor of History at the Northern Virginia Community College in Woodbridge, Virginia. He also is also an instructor at the USDA Graduate School.



**Samuel Tinsing Mok**, Managing  
member of Condor  
International  
Advisors, LLC

**Mr. Samuel Tinsing Mok** is the Managing Member of Condor International Advisors, LLC, a Washington DC based management consulting firm providing innovative business relationship management and business advisory services. He served as the CFO of the U.S. Department of Labor from 2001 to 2007 under President George W. Bush. Previously he served as Managing Member of Condor Consulting LLC, Comptroller and the first career CFO of the U.S. Department of the Treasury, U.S. Foreign Service Officer, and Captain in the U.S. Army. Additionally, he was the Director of Accounting for Time-Life Books and Treasurer of U.S. News and World Report. Mr. Mok received his B.S. in Accounting from Fordham University and a M.A. in Accounting from The Catholic University of America. He is a Certified Government Financial Manager (CGFM), a Certified Internal Auditor (CIA) and is also a Certified Internal Control Auditor (CICA).

## Executive Coaching Mentors

Wednesday, May 7, 1:45-5.00 p.m.

Location : Symphony 4

Coordinator: Peter M. Nguyen & Kevin Le, FAA



**Dr. James C. Meng**  
Deputy Assistant  
Secretary of the  
Navy, FMC

**Dr. James C. Meng** is the Deputy Assistant Secretary of the Navy, Enterprise Business Solutions, Office of the Assistant Secretary of the Navy, FMC. Dr. Meng entered the Senior Executive Service in June 1998. He served as Executive Director, Warfare Systems Engineering Directorate, SEA06B, Washington, DC, and also Chief Systems Engineer, the Navy's certifying authority of the Strike Force Interoperability from July 2005 – February 2009, where he held responsibilities in warfare systems. He entered the Senior Executive Service in June 1998. From 2003 to June 2005, he was dual-hatted as the NAVSEA Warfare Centers Work Assignment Executive, and the NAVSEA Warfare Centers Business Executive. In those capacities, he oversaw assignment of \$6 billion annually to more than 25,000 man-years of government and contract work across eight Divisions and 11 geographic sites. Prior to that, he served as Executive Director of the Naval Undersea Warfare Center Division, Keyport, from January 2000 to March 2003 and Head, Undersea Weapons Technology Department, Newport, Rhode Island from 1994 to 1999.



**John M. Robinson**  
Director  
Office of Civil  
Rights  
State Department

**John M. Robinson** was appointed Director of the Office of Civil Rights and Chief Diversity Officer for the Department of State in March, 2008. He serves as primary advisor to the Secretary of State and her senior leadership on EEO, diversity, affirmative employment, and related issues. Prior to this appointment, Mr. Robinson was the first Chief of EEO and Diversity for the Office of the Director of National Intelligence and served in a similar role for the IRS from 2001 to 2005. Robinson was Senior Policy Advisor to the Secretary of the Department of Energy (DOE) from 1999 to 2001. His federal service began in 1994 as Deputy Assistant Secretary in the Employment and Training Administration (ETA) of the U.S. Department of Labor (DOL). Mr. Robinson has served in the Rhode Island Governor's Cabinet as Director of the RI Department of Employment and Training and also as a senior dean at Brown University. A Vietnam-era veteran, he served as a naval officer aboard a destroyer and an ammunition ship, and earned the Navy Commendation Medal.



**Matthew B. Murphy, Esq**  
Director  
Office of Equal  
Opportunity  
Commission

**Matthew B. Murphy** is the Director of the Office of Equal Opportunity at the U.S. EEOC where he oversees the Agency's Complaint Processing Division and Affirmative Employment Division. Mr. Murphy is a founding member of EEOC PRIDE, the founding member and President of FEDQ ([www.fedq.org](http://www.fedq.org)), a national LGBT government employee organization, and Board member of Federal Employees with Disabilities (FEDs) ([www.fedsfirst.com](http://www.fedsfirst.com)). Mr. Murphy is a graduate of Cleveland State University where he earned a B.A. in Anthropology, and the Cleveland-Marshall College of Law, where he earned his Jurist Doctorate, both in his hometown of Cleveland, Ohio. During law school, Mr. Murphy was the recipient of numerous academic scholarships and honors, including awards for excellence in the study of Civil Procedure, Securities Regulations and Contracts, the Samuel H. and Maria Miller Pro Bono Fellowship, and the Judge Nancy A. Fuerst Award for Academic Excellence. During law school, Mr. Murphy served as a research assistant, and later a graduate assistant, to Professor April Cherry. In 2011, when he still qualified, Mr. Murphy was named one of the nation's top LGBT Lawyers Under 40 by the LGBT Bar Association.



**Training Officer**  
Federal Aviation  
Administration

**Thomas Harris** serves as a subject matter expert and trainer for the Federal Aviation Administration based out of the Mike Monroney Aeronautical Center in Oklahoma City, Oklahoma. Mr. Harris provides FAA managers and employees with technical training on the policies and procedures for civil rights. Mr. Harris provides training in the areas of Model EEO Leadership, Workplace Bullying for Managers, Employing Retaining and Advancing People with Targeted Disabilities at the FAA, and Prevention of Sexual Harassment just to name a few. Prior to working with the FAA, Mr. Harris worked as a Regional Civil Rights Officer with the Federal Transit Administration (FTA). Mr. Harris is a licensed attorney and in his spare time provides free legal assistance to indigent families and enjoys going to any sporting events.

## Workshop Presenters



**Liz Berger** is the Assistant Water Program Leader for the USDA Forest Service (FS) in Washington, D.C. She leads the National Best Management Practices Program and also focuses on the national groundwater program and watershed restoration efforts. Prior to this position, she served as the Assistant Forest Hydrologist for the Rogue River-Siskiyou National Forest in southern Oregon. Liz also worked as a hydrologist and as a wildlife biologist for the Bureau of Land Management (BLM) prior to joining the Forest Service in 2007. Liz is the National Chair for the FS Asian Pacific American Employee Association (APAEA) and served as an Executive Committee member for the two years prior to her current position. She has also been active in outreach and recruitment since 1998. Liz has a BS in Environmental Biology, emphasis in Conservation from the University of California, Davis. She also has a River Restoration Professional Certificate from Portland State University.



**Wanda Bryant, PhD, SES CDP Program Manager**, currently serves as the USDA SES CDP Program Manager. She has extensive experience and knowledge in Executive, Employee and Workplace development. She holds several academic and employee development certifications to include a PhD degree in Professional Studies in Education from Capella University, a Masters of Arts degree in Adult Education and Masters of Science degree in Human Relations from the University of Oklahoma and as well a Bachelor of Science degree in Management Studies and a Business Administration degree from the University of Maryland, College Park, Maryland. Prior to coming to USDA, she has worked as a Senior Human Resource Specialist for the Department of Homeland Security, the Department of Treasury, the Department of the ARMY and the Department of Defense and has also served over 20 years in the armed forces. She provides program management and oversees daily operations of the USDA SES CDP programs. In addition, Dr. Bryant has worked collaboratively with universities and private institutions to partner with them in providing educational services. She also provides continuing executive leadership training for USDA Executives.



**G.B. Bose** has been a senior executive for two of Wall Street's largest financial firms and taught graduate students at Wharton. is the President & CEO of Washington Retirement Planning Specialists, Bethesda, MD. He is also an Investment Advisor Representative registered with one of the nation's fastest growing independent broker/dealers and Registered Investment Advisor firm, NEXT Financial Group, Inc. Bose has over 17 years experience in the financial services industry, specializing in retirement issues for Federal Government employees and a frequent guest speaker at public forums on retirement and estate planning. He currently advises retired senior government executives about their financial planning. He holds a Master of Computer Science degree and a Master of Business Administration in Finance from The Wharton School of the University of Pennsylvania in Philadelphia. He completed his undergraduate degree in Mathematics from the University of Calcutta in India. He is listed with the Global Register's Who's Who and holds the Securities Registrations, and licenses for Life, Health and Disability Insurance.



**Krystine Bui** is currently the ASIA Employee Resource Group (ERG) Chair at NASA Lyndon B. Johnson Space Center (JSC). Her goal is to guide the ERG in serving JSC through outreach, recruiting, and on-boarding activities while bringing cultural awareness to the Center, helping members to be an "insider" versus "outsider". In her official role at NASA, she serves as the Procurement Team Lead with over 25 years of contract management experience in federal acquisitions. She has supported the International Space Station and Space Shuttle Programs (SSP), Extravehicular Activity, Engineering, IT, and Construction. Recently, she served as the Acting Associate Division Chief for NT/Quality and Flight Equipment Division. In this position, she was responsible for identifying cross efficiencies in a constrained budget environment; improving communication; and strategic planning for the Directorate. Krystine holds an MBA from University of Houston – Clear Lake and a BBA in Accounting from University of Houston – Central. Other leadership roles include: Vice President (VP) of Education from 2007-2009 and VP of Membership from 2009 -2010 for the National Contract Management Association Space City Houston Chapter.



**James A. DeLa Torre, CRPC**, has over twenty years' experience working as an insurance broker, Jim has implemented the full spectrum of employee benefit plans to hundreds of small to mid-sized private companies to include group health, life, disability, Section 125 and pension plans. He has counseled thousands of private sector employees on financial matters such as investments, retirement, and insurance planning. Translating this experience into the public sector, he has likewise counseled thousands of federal employees on, not only financial matters, but the intricacies of the federal benefits and retirement systems as well. His imaginative approach has a track record of success in the federal market. Jim has conducted federal benefit and financial planning seminars in all 50 states and is a key note speaker at federal conferences working with federal professional organizations to improve the communication of federal benefits to the federal workforce. Jim Graduated from the Hotel & Restaurant Management Program, City College of San Francisco and is the president of his own firm; he holds a Chartered Retirement Planning Counselor (CRPC) professional designation from the College for Financial Planning.



**Steven W. Dickerson** is affectionately known as "Bear" by friends, was born and raised in Philadelphia, Pennsylvania. In his early youth Steven earned an Expert Ranger rating participating in downed aircraft Search and Rescue operations attached to The Pennsylvania Wing, Squadron 102 of The Civil Air Patrol. Steven has had extensive training as a dispute resolution practitioner in both the private and federal sectors of his career. Steven received his mediation training from The Key Bridge Mediation Training Center, Department of Justice, and has also collaborated on in-depth studies on the impact of systems theory on issues relating to employment; including interpersonal communication impasses, as well as, the connection of positive or negative employment situations on overall social functioning. Steven is an active member of the International Critical Incident Stress Foundation (ICISF), a member of the National Association of Social Workers (NASW), and a member of The Association for Conflict Resolution (ACR). Steven's conflict credo is: "Conflict is a natural part of life. It is the unmanaged and unaddressed conflict that can lead to problems



## Workshop Presenters



**Dr. Cynthia Ferentinos** is a Senior Research Psychologist with the U.S. Merit Systems Protection Board (MSPB), Office of Policy and Evaluation. Her research has focused on improving understanding of the merit system principles, facilitating the fair and equitable treatment of Federal employees, such as by avoiding favoritism and discrimination on legally protected bases, in addition to analyzing longitudinal trends in Federal employee opinions and evaluating pay for performance compensation systems. During her Federal career, Ms. Ferentinos has also been employed with the U.S. Customs Service, the Federal Aviation Administration and the U.S. Army Research Institute. Ms. Ferentinos is a member of the American Psychological Association (APA) and has a Ph.D. in Industrial-Organizational Psychology.



**Senior Master Sergeant James C. Hurley III** is the 145th Human Resource Advisor for the 145th Airlift Wing, North Carolina Air National Guard at Charlotte Douglas International Airport, located in Charlotte, NC. SMSgt Hurley serves as the principle advisor to the Commander on matters of Diversity and Inclusion, Force Development and Force Management of the 1200 enlisted members of the 145th Airlift Wing. Senior Master Sergeant Hurley was born in Apopka, FL and grew up in Orlando, FL. He began his US Air Force two years after graduating from high school in March 1989. He spent over eight years on Active Duty as a Special Purpose Vehicle and Equipment Mechanic, growing from an apprentice to journeyman and then Section Chief of the Special Purpose Maintenance Shop. He served in Germany, New York and California with two deployments to Saudi Arabia during Operation Desert Storm. In December 1997, MSgt Hurley enlisted in the North Carolina Air National Guard and was assigned to the 263rd Combat Communications Squadron, Vehicle Maintenance Flight located in Badin, North Carolina. In January 2002, he joined the 118th Air Support Operations Squadron as the Vehicle Maintenance Section Chief, New London, NC. Master Sergeant Hurley was selected as First Sergeant of the 156<sup>th</sup> Aeromedical Evacuation Squadron located in Charlotte, NC in April 2008.



**DeShan Mingo** is a Human Resources Specialist (Outreach Coordinator and Presenter), and veteran with the U.S. Office of Personnel Management. She has over 25 years of Federal government service, working for such agencies as the Department of Veterans Affairs, Government Printing Office and Naval Air Systems Command. Ms. Mingo's education is in Human Resources. She has years of experience in Human Resources which includes Recruitment and Placement, Staffing, Employee Relations, Position Classification and Workforce Development. She has dedicated her career to serving the American public with her time in the military and civilian Federal government.



**Chief Master Sergeant Sal Pecorella** is assigned to Joint Force Headquarters' North Carolina Air National Guard as the State Diversity Initiative Coordinator. In this position he advises command leadership on issues leading to the enhancement of the organization's culture; promoting opportunities for all National Guard members to maximize their individual potential for success without regard to their cultural differences. Chief Pecorella was born in Brooklyn, New York, graduated from East Islip High School, New York, graduated from the Community College of the Air Force with Associate Degree in Weather Technology, and graduated with a Bachelor of Science Degree in Industrial Technology, from Southern Illinois University. His professional designations include Certified Fire Protection Specialist, Certified Safety Professional, Associates in Management, and Associate in Loss Control Management. He began his military career by enlisting in the United States Air Force in May 1983. As a Para-weatherman assigned at Fort Bragg, North Carolina he was Airborne qualified and was assigned to the Special Operation Weather Team. In his civilian career, he works for Chubb Group of Insurance Companies as Senior Risk Control Engineer. CMSgt Pecorella has been married to his wife Janet Worthington Pecorella since 1986 and they have two children.



**Sophia Mao Smith, P.E.**, is a member of the Payload Software Engineering & Integration team in the International Space Station Program Office (ISSPO) at NASA. Sophia's 29-year history at Johnson Space Center started with the Space Shuttle Program included software engineer, industrial engineer, reliability engineer and Flight Training Load manager. In 1997, Sophia transitioned to the ISSPO, where she held various positions such as senior systems engineer, NASA manifest and crew provisioning lead, executive intern for the Office of the Center Director, detail to NASA Headquarters and technical lead on the Source Evaluation Board. Sophia received a Master of Science in Technical Management from Embry-Riddle Aeronautical University and BS in Industrial Engineering from Texas A&M University. Sophia was born and raised in Taiwan and came to U.S. when she was 14. She has been actively involved in Asian Pacific American activities since 1988 with JSC's Asian Pacific American Council and served as Co-Chair in 1991. Beside active in the Asian community, Sophia was also active in the wider community. She was elected to the Clear Creek Independence School District board of trustee in 1995 and served as the president of the board in 1998. Sophia was honored by the OCA-Greater Houston Chapter as an Outstanding Asian-Pacific American Employee for 2012.



**Teresita Guevara Smith** was born on the island of Guahan (Guam). Teresita enlisted in the U.S. Army and retired as a Non-commissioned Officer and Veteran of Foreign War, after 20 years active duty. She then became a DoD civilian working for the Defense Intelligence Agency (DIA) as a military intelligence officer. She has worked for DIA approximately 15 years. She is serving a second term as DIA's Special Emphasis Program Manager for Asia-Pacific Americans and a senior advisor to DIA's Asia Pacific American Council (APAC); a lifetime member of the DIA Chapter of Blacks in Government; a member of DIA's Federally Employed Women; and a member of the DIA Hispanic Americans Committed to Excellence. Teresita is founder and chairperson of the first ever Defense Intelligence Veterans organization, the DIA Veterans Assisting Veterans. Teresita's long-time advocacy work for Asian Americans and Pacific Islanders has earned her tenure with the Veterans Affairs Advisory Committee for Minority Veterans, a secretarial appointment. For her diversity and inclusion work, Teresita received "The Knowlton Award," the most notable award initiated by the Director of National Intelligence. She also received the DIA 2002 Diversity Award and 2013 FAPAC Diversity Leadership of Excellence Award.

## Workshop Presenters



**Dr. Lauren Talia, D.B.A.**, is a San Diego, California native. She has achieved many of her academic and business goals but has learned that failure is also an effective teacher. Success can be realized through hard work, assertiveness, and solid communication skills. She also stresses the importance of developing a strategy for accomplishing complex tasks and achieving goals. According to Dr. Talia, she never develops a strategy without also developing a roadmap for meeting deadlines and completing the tasks. Her work has also helped her learn the importance of flexibility. No matter how perfectly the work is planned, obstacles will be encountered which need to be addressed.



**Deborah Walker** is currently serving as the District Ranger on the Uwharrie National Forest in North Carolina. She has been on this unit for the past 8 years. Prior to this assignment she worked as the Forest NEPA Coordinator on the Cibola National Forest in New Mexico. Deborah began her career as a forester on the Sequoia National Forest in California in 1990 and later transferred to the Tahoe National Forest where she worked in planning. She is from Raleigh, North Carolina and earned both a Bachelor's in Science and a Master's in Science from NC State University, majoring in Forest Resources. She is excited to serve on the National Forests in North Carolina Civil Rights Committee as a management representative. They have a very active CRC and work hard to engage all employees in North Carolina through various civil rights programs. This will be her 24th year with the Forest Service and she has enjoyed the experiences and opportunities that her career has provided.

**Ms. Veta Hurst** is a Senior Attorney Advisor in the U.S. Equal Employment Opportunity Commission's (Commission) Office of Human Resources (OHR). She is responsible for implementing the agency's Diversity and Inclusion Strategic Plan, the Mentoring Program and Harassment Prevention Program. Prior to joining the OHR staff, Ms. Hurst worked in the Office of Federal Operations in Federal Sector Programs, which oversees and provides training, technical assistance and guidance to federal agencies and their sub-components on Title VII of the Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act, the Rehabilitation Act, the Genetic Information Nondiscrimination Act, and Management Directives 110 and 715. With over 13 years legal experience specializing in equal employment opportunity and affirmative employment in both the private and government sector, Ms. Hurst is a seasoned professional in the area of employment and labor law, with specific expertise in employment discrimination, affirmative employment, and training and development programs. Ms. Hurst is also a senior trainer, presenter and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal sector community and acts as a mediator in private sector complaints of discrimination. Ms. Hurst received her Juris Doctor from the Thomas M. Cooley Law School in Lansing, Michigan and her graduate and undergraduate degrees from the City University of New York, John Jay College of Criminal Justice. She is admitted to practice in the State of Michigan and the District of Columbia.

**Colleen M Moss** is the Supervisory Special Agent Colleen Moss joined the FBI in November 1996. Eight days into her new assignment in the Baltimore Division, Agent Moss chased down a bank robber and made her first arrest. Agent Moss served on the ground breaking Innocent Images National Initiative Squad in Baltimore for four years. She worked as an undercover Agent online luring child predators and bringing them to justice. During her tenure in Baltimore, Agent Moss assisted with the investigations of two 9/11 hijackers. She was also part of the Oklahoma City bombings investigation during the Terry Nichols trial in Denver, CO. While in Baltimore, Agent Moss acted as the Supervisory Special Agent over the Cyber Crimes Squad for two years before being assigned to the Charlotte Division. In 2005, Agent Moss was assigned to the Cyber Squad where she worked Computer Intrusion matters, child sexual exploitation, and investigated joint cases with the Counter Intelligence Squad. Agent Moss was selected as the Cyber Crime Squad Supervisor in November 2008. Just five months later, she was asked to step in as the Acting Assistant Special Agent in Charge over criminal matters. She is now back to enjoying life as the Supervisor for the newly formed Cyber Intrusion Squad in the Charlotte Division.

**Millie John** is currently an Equal Employment Opportunity (EEO) Specialist at the Federal Deposit Insurance Corporation (FDIC), in Arlington, VA, where she performs a variety of duties, including Special Emphasis Program Manager for the Asian American and Pacific Islander Program. Prior to this position, she served as an EEO Complaints Investigator/Mediator with the Investigations and Resolutions Division, Civilian Personnel Policy/Defense Civilian Personnel Advisory Service, Department of Defense. Previously, Ms. John served as Complaints Manager, Federal Women's Program Manager, and Asian American and Pacific Islander Program Manager with the Defense Contract Management Agency, in Alexandria, VA. She also served as an EEO Intern/EEO Specialist with the U.S. Army Garrison Fort Belvoir EEO Office, where she performed various duties, including EEO Counselor and Program Manager for Individuals with Disabilities. Ms. John also worked as a Veterans Benefits Counselor/Veterans Claims Examiner at the Department of Veterans Affairs Regional Office, in Columbia, SC. While there, she performed a variety of duties, including the review, development, examination, and evaluation of formal claims for VA benefits, assisted veterans, dependents, and widows/ widowers of veterans to prepare and submit VA claims, processed appeals, and assisted veterans to prepare appeals for submission to the Board of Veterans Appeals.

**Tami Trost**, Assistant General Counsel for Civil Rights, Labor and Employment Law Policy. USDA. Ms. Trost joined the Office of the General Counsel in April 1999 and supervises a variety of program, employment and policy matters for the Civil Rights Labor and Employment Law Policy Section. Prior to arriving at USDA, Ms. Trost served as a Civil Rights Analyst with the U.S. Commission on Civil Rights for four years. At the Commission, Ms. Trost was a principal author of several comprehensive statutory civil rights enforcement reports and held the collateral duty of EEO Director for nearly a year. Ms. Trost graduated in 1993 from the Washington College of Law at American University, where she served as a teaching assistant to a first-year constitutional law class. Ms. Trost is a seasoned trainer on a variety of employment and civil rights topics. In 1990, Ms. Trost received a B.A. in Political Science with a concentration in American constitutional theory from the University of Pennsylvania. Ms. Trost is a member of the District of Columbia Bar.

## Workshop Description

### A1 & B1. Four Lenses Diversity 4 Temperament Discovery– Part 1 and Part 2

*Presenters: Salvatore Pecorella CMSgt, James C. Hurley III, SMSgt, NC Air National Guard*

*Course Description:* By understanding the science behind personality uniqueness and applying proven interdependent principles, professional teams as well as all relationships will be elevated dramatically. This course will open understanding of what motivates others and how they “see” the world, enable participants to communicate more effectively, appreciate and tolerate the differences in others, improve relationships, and increase the ability of teams to become more interconnected. Through the development of critical skills, conference attendees, students and veterans will enhance their ability to identify signs and symptoms of an individual’s ability to adapt to the stress and challenges associated with military life, thus affecting readiness and retention. The training outcomes are to increase skills and ability pertaining to interpersonal communication, self-awareness, conflict resolution and the ability to achieve results through performance and balanced work life issues.

### A2. Styles of Communication

*Presenter: Dr. Lauren Talia, D.B.A., Global PR Marking*

*Course Description:* Team success depends upon the ability of individuals to communicate with others, face-to-face, and virtually. This workshop will help to develop individuals to become great communicators by preventing miscommunication. A great communicator needs to have a high level of self-awareness. There are eight types of communication styles to take into consideration when speaking to others: (1) Specific, (2) Well-reasoned, (3) Confident, (4) Supportive, (5) Expressive, (6) Forceful, (7) Manipulative. This workshop will provide detailed insight for each type.

### A3. Women Leading Change through the Forest Service

*Presenters: Elizabeth Berger, Deborah Walker, FS/USDA*

*Course Description:* Is it possible to create positive change in the world through the USDA Forest Service? Learn how leadership takes many different shapes and forms and how a diverse group of women have contributed their unique talents, passion, and leadership skills toward making a change in the agency. Leading from a variety of specialties, positions, and geographical locations throughout the agency is key to success. What are your leadership qualities and how can you develop these into making a difference? Today’s panel will share how their contributions and accomplishments have guided or will guide their careers as committed leaders with the Forest Service.

### A4. Strategies for Success in a Time of Shrinking Budget

*Presenter: Ranmali Fonseka, DOT*

*Course Description:* Course will provide strategies that will enable federal employees, especially Asian Pacific Americans, to display proactive capabilities while making efficient use of limited training resources. Since Asian Pacific American students, at least those proficient in English, are typically high performers on tests, these employees should be able to adjust well to the information revolution at work. The ability to successfully manipulate information is more important than merely gathering data. Course will provide information on training tools and techniques that can be developed on limited budgets and used effectively to increase employee engagement and for succession planning. Strategies recently implemented at FTA, the presenter’s agency, will be highlighted.

### A5. Decision Making for Executives

*Presenter: John Robinson, Department of State*

*Course Description:* Excellence in organizational management and personal leadership is characterized by effective and efficient decision making. Yet few leaders or aspirants analyze or explore decision making as a core leadership trait. The DM workshop is designed (1) to underscore the importance of making excellent decisions, (2) to describe various decision-making styles and (3) by using case scenarios in a participatory exercise participants learn to Optimize changes for effective decision-making; Be aware of their own decision-making preferences; Be alert to the situation presented by the problem to be solved; Identify what kind of decisions are being made and attendant contingencies for each decision; Minimize the likelihood of making bad decisions Observe/assess the decisions that are being made around them.

### B2. Essentials of a Special Emphasis Program

*Presenter: Selina Lee, DOED*

*Course Description:* Obtain the guidance you need to perform successfully as a Special Emphasis Program (SEP) manager. Learn to develop strategies for managing and implementing SEP programs and how to identify employment barriers that impact your target group, allocate resources, conduct meetings, and sponsor appropriate SEP activities.

### B3. Diversity Model for Success, “Leadership Commitment and Diversity”

*Presenter: James Braxton, Army Corps of Engineers*

*Course Description:* In a rapidly changing world, the ability to constantly refresh existing workforce approaches through new ideas and continuously improve processes and practices are indispensable leadership attributes. Through this course you will be provided an in depth discussion and appreciation on organizational Diversity and the leadership commitment required to succeed.



## Workshop Description

### **B4. Building A Secure Future for Federal Employees**

*Presenter: G. B. Bose, Washington Retirement Planning Specialist*

*Course Description:* Financial plans befuddle the average person. The data is too arcane, complex, and voluminous. This workshop will show you an easy to understand roadmap for your financial future and get you on the way to being a smart manager of your money.

### **B5. Key Court Decisions on EEO**

*Presenter: Jo Linda Johnson, TSA*

*Course Description:* This workshop will provide participants an overview of important EEO decisions ranging from the Supreme Court (*Vance and Nassar, e.g.*), to EEOC's most significant Office of Federal Operations cases in the Federal Sector. Whether disability decisions now decided under the ADAAA, or the latest case processing information, this update will provide a summary of the latest cases from the *EEO Digest*, and address the lessons to be learned from each case discussed.

### **C1. Achieving Communication Excellence**

*Presenter: Thomas Harris, OCR, FAA*

*Course Description:* This training is designed to enhance participants' ability to listen, communicate, give and receive feedback. The methodology for this training combines interactive instructor-led discussions to gather participant's insights and experiences; video demonstrations of the program skills with participant interaction and discussion; and participant action-item planning after the training to apply what they learned to work situations. This training will take approximately 3 hours and is divided into 3 sections. Section 1: Listen Up! Listening for effectiveness. Section 2: Speak Up! Communicating for effectiveness. Section 3: How am I doing? Giving and Receiving Feedback.

### **C2. Alternative Dispute Resolution: How to Get the Most from Your Efforts**

*Presenter: Tami Trost, OGC, USDA*

*Course Description:* This course will explain a variety of Alternative Dispute Resolution (ADR) methods and their use in resolving workplace issues. The presentation will also discuss the roles of each person in an ADR setting and the appropriate remedies for resolving workplace and EEO disputes. Finally, the course will address the use of ADR not only to resolve EEO complaints but also as a method of addressing reasonable accommodation requests with employees with disabilities, misunderstandings between co-workers, and for team-building. The course will include a PowerPoint presentation and handouts for participants.

### **C3. The Dynamics and Collaborative Power of Teamwork**

*Presenter: Oliver C. Allen, Jr. DOJ/DEA*

*Course Description:* Teamwork is the direction of the present and future workforce and if you don't have a cohesive team you are seriously handicapping your organization. This workshop will start engaging participants from the very onset with practical learning but fun and impacting team activities. Through lecture, group discussion, learning activities and simulated exercises participants will learn the fundamental skills for effective team participation and collaboration, leadership skills, team dynamics, conflict management, interpersonal communication, barriers to effective team building and much more. Participants will leave this workshop with a clearer understanding of the answer to the question of "Why teams" and with the understanding of how to effectively accomplish goals and objectives through a team effort.

### **C4. Resume Writing & Interview Techniques**

*Presenter: DeShan Mingo, OPM*

*Course Description:* This course is designed to assist participants with preparing for the interview process. It will help them understand the various interview formats, delivery methods, and possible questions that may be posed. Upon completion of this session, participants should have the tools to prepare for interviews and understand the purpose of the interview process. They will understand the various types of interviews, as well as the types of questions they may be asked and how to respond. Participants will also know how to conduct themselves during the interview and what needs to happen afterwards.

### **C5. Diversity & Inclusion**

*Presenter: Millie John, FDIC*

*Course Description:* The presentation will provide an overview of issues related to diversity and inclusion in today's workforce and emphasize the impact and importance of a diverse and inclusive workforce.

### **D1. Expanding the Narrative of Inclusion in the Federal Sector: LGBT+**

*Presenter: Matthew Murphy, EEOC*

*Course Description:* This session will provide attendees with information necessary to achieve the objective of creating a positive and inclusive environment for all. Participants will be provided with an overview of the discrimination faced by LGBTs in the federal workplace and acceptable terminology to use when referring to LGBT employees. Participants will also be provided with tools and knowledge they can use to make the workplace more inclusive for LGBT Individuals.

## Workshop Description

### D2. Two Billion Dollars - Cost of Discrimination

*Presenter: David King, USDA*

*Course Description:* Institutional discrimination coupled with benign neglect was the formula for the treatment of minorities seeking to participate in federally funded programs. Following the passage of the Civil Rights Act of 1964 and the change in systems and attitudes much of the old fashioned discrimination was eradicated. However, in some programs and in some areas it persisted albeit in a more sophisticated disguise. This presentation examines the actual and related costs of discrimination involving several of USDA's past class action law suits involving minority farmers. The discussion will start with the root causes, followed by the class actions themselves, and finally prevention strategies for the future. While it is easy to identify the actual costs resulting from these cases, it is impossible to quantify the damage sustained by the reputation of the agency.

### 3. Career Enhancement During Challenging Times

*Presenter: Samuel T. Mok, Condor International Advisors, LLC*

*Course Description:* Taking charge of managing your career and do not let your career manage your life, Maximize employment security and avoid job security, Managing your boss and motivating your staff.

### D4. A New Change Agent – Employee Resource Groups

*Presenter: Sophia Mao Smith & Krystine Bui, NASA*

*Course Description:* This course will provide the business case on the benefits of establishing Employee Resource Groups (ERGs) and the mission of ERGs. As the workforce is becoming more diverse, the ERGs were formed to serve as catalysts for the Center in the outreach, recruiting, and on-boarding areas, bringing inclusion and innovation to enhance the success of NASA. The benefits of establishing ERGs are multi-fold. It allows the Center to tap into specific pools of expertise from diverse background and experience to make available more opportunities for network, coaching, mentoring, and professional growth for the employees. It also expands community and educational outreach to support the Agency's mission of promoting STEM across all demographic.

### D5. Leadership Attributes and Cultural Traps and Gaps for Asian Americans & Pacific Islanders

*Presenter: Dr. James C. Meng, U.S. Navy*

*Course Description:* This session deals with the Leadership attributes, gaps and cultural traps for Asian American and Pacific Islanders, and a self test for your leadership readiness. Dr. Meng will share his personal experience how he overcame the cultural traps and on the issue of risk taking that many AAPI members are reluctant to take. First sign of AAPIs not willing to take risk is the low representation at supervisory level. Issue about risk taking is deep and must be addressed before AAPI can advance in your career ladder.

### E1. Time Management

*Presenter: Cynthia D. Dunn, IRS; Margareth J. Bennett, NIH*

*Course Description:* This workshop will teach participants 24 steps toward getting more out of their time. It is based on the book, same title. The 24 techniques will instantly increase employees' workplace efficiency through clear, concise directions. Participants will learn how to match the right timesaving method to each situation and avoid ineffective strategies that can actually cost time rather than save it. Participants are required to bring a pen/pencil.

### E2. Cyber Security

*Presenter: Colleen Moss, FBI*

*Course Description:* Overview of current computer intrusion threat, trends and suggested methods to protect yourself.

### E3. New MD-110 Revisions

*Presenter: Veta Hurst, EEOC*

*Course Description:* EEOC has recently released proposed revisions to EEO Management Directive (MD)-110, which outlines the Commission's policies, procedures, and guidance for federal sector regulations at 29 C.F.R. Part 1614. These proposed revisions implement the 2012 changes to Part 1614, as well as detail extensive new conflict of interest provisions and other general changes to update the directive. Come hear EEOC's overview of the new MD, and take advantage of the opportunity to get first hand information. Here is your chance to get explanations for the revisions, and for you and your agency to understand your responsibilities under the revised Management Directive.

### E4. Preserving the Integrity of the Federal Merit Systems: Understanding and Addressing Perceptions of Favoritism

*Presenter: Dr. Cynthia Ferentinos, MSPB*

*Course Description:* According to the merit system principles, Federal employees are to be selected on the basis of merit after fair and open competition. However, results from surveys conducted by the U.S. Merit Systems Protection Board indicate that a substantial number of employees feel that personal favoritism threatens the integrity of the Federal merit systems. In this presentation, we will discuss what favoritism is, when and why it is perceived to occur, and the potential negative impacts on employees and organizations. We will also provide a variety of strategies for employees, supervisors and human resources staff to facilitate the fair and effective management of Federal employees.

## Workshop Description

### **E5. Preparing Yourself for an (SES) Executive Position.**

*Presenter: Dr. Wanda Bryant, USDA*

*Course Description:* The Senior Executive Service Candidate Development Program (SESCDP) is an OPM-approved training program designed to develop executive core qualifications and to train, develop, and certify candidates who exhibit outstanding executive potential for leadership roles and positions. The program purpose is to identify and develop a cadre of diverse individuals who exhibit outstanding executive potential for current and future leadership roles and positions. The program is also used as an effective succession management tool to identify and prepare aspiring senior executive leaders. The primary objective of the SESCO DP is designed to further develop SES candidates' competencies in each of the Executive Core Qualifications (ECQs). These ECQs are, Leading Change, Leading People, Results Driven, Business Acumen and Building Coalitions. Most importantly, graduates of SESCO DPs who are certified by OPM's Qualifications Review Board (QRB) may receive an initial career SES appointment without further competition.

### **F1. Understanding and Maximizing Your TSA**

*Presenter: James A. De La Torre, CRPC*

*Course Description:* Your TSP is a critical part of your federal retirement program, and it's the most dynamic piece to your benefit package. Are you taking full advantage of it? This seminar focuses in on the TSP and the different investment options available to participants. In addition, it drills down deeper into the inner workings of each fund to examine how they work, where they invest, and how to interpret their unit values. This knowledge will help participants determine when it's the best times to buy, sell or hang on. Other topics discussed include the Roth option, withdrawals, loans and inter fund transfers.

### **F2. Conflict Management & Prevention (CMP) Program for the Combined Eastern Leadership Team (CELT)**

*Presenter: Steven W. Dickerson, USDA*

*Course Description:* Learn the definition and aspects of Emotional Intelligence.. Definition of Emotional intelligence is the ability to monitor one's own and others' feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions. Intrapersonal skills is the ability to recognize your emotions as they occur and the ability to exhibit self-control in emotional situations. Interpersonal skills are the ability to recognize others' emotions, have positive relationships and minimize unproductive conflict. Adaptability skills are the ability to be flexible in changing conditions, manage stress productively and solve problems effectively. Resilience skill are the ability to bounce back from setbacks, regain self-confidence and maintain a positive perspective in the face of negative events.

### **F3. The New IQ+: How Inclusive Intelligence Plus Innovative Thinking Improves Decision-making, Creativity, and Problem-Solving**

*Presenter: Veronica Villalobos, OPM*

*Course Description:* This next generation of intelligence is about actively soliciting and then harnessing the power of diverse perspectives that may or may not be rooted in specific individual education, experience and/or expertise. Product development experts may be the best experts at design, but their ability to design a better cup or a better lid doesn't necessarily mean that it will occur to them to plug the hole so the coffee stays in the cup while they build a better lid. Business analysts may be the best experts at showing how cost cutting improves the bottom line, but cost cutting done with a narrow perspective also cuts down on the perspectives that allow you to know and deliver what the customer wants. The intelligence you need to solve any problem is already available, if you know how to look for it and use it. Your **New IQ+** is your ability to seek out that intelligence and include it into how you think, learn and lead.

### **F4. Leading Across Generation**

*Presenter: John Burden, DOI*

*Course Description:* For the first time in history, there are four distinct generations in the workforce: Traditionalists, Baby Boomers, Gen Xers, and Millennials, and all with their own perspectives, styles, and expectations. Leading a team of diverse generations can be an incredibly rich and productive experience when you have the skills in place to capitalize on the strengths of each generation. This workshop provides insights and tools to help participants turn the attitudes and skills each generation brings to the table into powerful performance drivers. Attendees will also learn how differences can fuel innovation.

### **F5. Native Hawaiians and Other Pacific Islander American Personalities and Securities**

*Presenter: Teresita Guevara Smith, DIA*

*Course Description:* The Native Hawaiians and Other Pacific Islanders Americans (NHOPI) in the federal government are an unknown culture today; stereotyping is abundant from both employees and leadership. Training will provide a better understanding of who the Pacific Islanders are and their uniqueness. Facilitators from the islands will speak on their unique perspective of the government and provide first-class cultural and traditional experiences, as well as on Veterans issues. Because of current Code of Federal Regulations and policies from the POTUS and Congress, Veterans and Disabled Veterans accommodations are becoming more prevalent. With sequestration and a large drawdown of troops, taking care of your working Veterans is important to the accomplishment of your mission and tasks. This training effort will add to your leadership skill sets in the human factors of Pacific Islanders.



*Congratulations to*  
**FAPAC**  
*on the success of its 29<sup>th</sup> National  
Leadership Training Program!*



## ASIAN FORTUNE

WHERE EAST MEETS WEST  
[WWW.ASIANFORTUNE.COM](http://WWW.ASIANFORTUNE.COM)



Reaches out to about 100,000  
readers monthly via online, social  
media, email blasts and print.

Award Winning English Language Newspaper  
Serving All Asian Pacific American Communities  
Since 1993

To Reach ALL Asian Pacific Americans,  
Advertise with *Asian Fortune*

[www.asianfortunenews.com](http://www.asianfortunenews.com)

*your source for all things Asian American*

## Student Track

**May 6 - May 8, 2014, 10:00 AM - 5:00 PM**

**Location: Governor & Mecklenburg 1**

*Coordinator: Jacqueline Ray-Morris, NGB*

The free special program is designed for students and will feature a panel of agency speakers to highlight some of the interesting careers in the federal government for high school and college students who are interested in public service. There will also be brief presentations by recruiters and representatives from agencies including State Department, USDA, VA, Defense agencies and others about career opportunities for young professionals.



**Mrs. Jacqueline Ray-Morris** is the Minority College Outreach Programs Manager for the National Guard Bureau responsible for outreach, recruitment, and retention initiatives within the National Guard civilian and military membership. Mrs. Ray-Morris' professional competence and tenacity of purpose contributed significantly to major accomplishments in the Special Emphasis and Diversity Programs within the National Guard states, territories and the District of Columbia. With a heart for education, Mrs. Ray-Morris has partnered with many minority organizations to encourage students of all ages to continue their education. During her outreach programs, she has encouraged diversity in the workplace; worked to inspire all to perform to their highest capability no matter what the obstacle. She developed organization-wide strategies that can be executed; resulting in higher productivity for some students, and fostered the return on investment for the National Guard. Mrs. Ray-Morris has made tremendous contributions to the FAPAC conferences for more than six years. Her role in the FAPAC-DoD Military Award Program and Student Leadership program is very crucial, her attention to detail and her diligent efforts had made each year's FAPAC- DoD Military Awards Program a great success.



**Major Cho** is currently the Logistics Staff Officer for Command Logistics Review Team with the National Guard Bureau. Prior to current assignment, she was the Secretary of the General Staff for the District of Columbia National Guard. MAJ Cho was assigned as Battalion, then Brigade Logistics Officer after she returned from her two deployments to Iraq as a Platoon Leader, and later as a Company Commander. During 15 years of her military career, she supported various District, federal, and oversea missions. She received a BA in Spanish Language & Literature from University of Maryland at College Park and a M.A. in Security management from Webster University. She received her Doctorate of Management in Organizational Leadership from University of Phoenix in 2011 with her dissertation entitled, *"Unspoken leadership development tool: A phenomenological study on cross-race mentoring in the United States Army."* MAJ Cho holds numerous military awards including Bronze star medal and Meritorious Medal (2). Most recently, MAJ Cho received 28th Federal Asian Pacific American Council (FAPAC) Military and Meritorious Service Award. She also received Brigadier General William E. Horton Award for the most outstanding commander of the year and MG Charles I. Southward leadership award from DC National Guard which recognizes the most outstanding junior leader exhibiting exemplary leadership skills, professional competence and unswerving dedication to the command.



**Lieutenant Commander Frances Fazio** is currently the Chief of the Mission Support Branch at Coast Guard Recruiting Command in Arlington, Virginia. Supporting the Commandant's Diversity Strategic Plan and every facet of recruitment for nearly 3,000 annual active duty and reserve enlisted and officer accessions, she manages training, outreach, security and standardization efforts for over 320 personnel in 70 geographically dispersed recruiting offices in meeting the service's mission of maximizing the highest quality of members and underrepresented minority accessions for the service's future's leader. A Prevention specialty officer, her previous operational assignments include Sector Los Angeles-Long Beach, Sector Honolulu and Coast Guard Cutter MOHAWK, homeported in Key West, Florida. Her previous staff tours include Coast Guard Headquarters in Washington, DC and Fourteenth District Commander in Honolulu, HI. A 1997 graduate of the U. S. Coast Guard Academy, Lieutenant Commander Fazio earned a Bachelor of Science Degree in Management. In 2012, she earned a Masters of Business Administration from Columbia Southern University. A California native, she is the daughter of Inocencio and Luz Bacayo. She is married to Commander Salvatore Fazio, and is the proud mother of Tori Ann, Ronald and Dominic. Her personal awards include two Coast Guard Commendation Medals, two Coast Guard Achievement Medals and two Coast Guard Letters of Commendation.



**Steven J. Palkovitz** was born and raised in Hagerstown, Maryland. Mr. Palkovitz joined the FBI in 1983 and has held a variety of positions at FBI Headquarters (FBIHQ) in Washington, DC, including editor of the employee magazine and senior speechwriter for the Director. From 1992 through 2006, he served as an analyst in the Counterterrorism Division, working both international and domestic terrorism matters. In 2006, he worked as an Analyst in the Hazardous Devices Response Unit, Critical Incident Response Group, at Quantico, Virginia, and then was promoted to the National Security Branch Executive Staff Section at FBIHQ. In 2013, he began a Joint Duty assignment at the Office of the Director of National Intelligence, Chief Human Capital Office. In 1998, he earned a Certificate of Achievement in Adult Learning and Instruction in Education, Training, and Development at the University of Virginia's Department of Continuing Education. In 2004, he earned a Master of Education degree in Counseling and Development at George Mason University's Graduate School of Education in Fairfax, Virginia. In 2008, he received a certificate in Basic Instructor Development. He has served as an FBI Employee Assistance Program (EAP) peer counsellor since 1996 and is a member of the Bureau's EAP Crisis Intervention Program team. Mr. Palkovitz has two daughters and lives in Vienna, Virginia. His hobbies include travel, running, biking, home brewing, and hiking. He is a member of the Knights of Columbus and volunteers for the Potomac Appalachian Trail Club, Concerns of Police Survivors (COPS), and Capital Hospice.

## Student Track

**May 6 - May 8, 2014, 10:00 AM - 5:00 PM**

**Location: Governor & Mecklenburg 1**

*Moderator: Garu E. Robinson Sr., NGB*



**Mr. Gary E. Robinson Sr.** serves the Senior Equal Opportunity Advisor at National Guard Bureau. His conscientious efforts and leadership has resulted in significant policy changes based on his sound judgment. Specifically, he has been instrumental in representing National Guard issues throughout the rewriting of Chapter 6, Army Regulation, Army Command Policy providing guidance to the distinct areas that govern all Army National Guard Soldiers. Mr. Robinson's exhaustive research and personal involvement as the Senior Equal Opportunity Advisor has resulted in the increase of funding to support Equal Opportunity and Diversity throughout the Army National Guard offices in the 54 states and territories and District of Columbia. He is a true advocate of our nation's democratic society and champion of equality. He has continuously supported people with disabilities and programs that further their cause. He has many times held the position of Liaison for the National Guard as the representative for disability organizations. He has created an atmosphere that all people should be treated with dignity and respect regardless of Race, Gender or Physical Disability to have an opportunity to advance as high as their capabilities will allow. Mr. Robinson retired from the army in 2004 at the rank of Sergeant Major. After twenty six years of distinguished military service and his efforts in the area of Equal Opportunity have increased awareness and understanding of Equal Opportunity and Affirmative Action Programs throughout the National Guard. His selfless service to his nation and community has fostered support and understanding of the armed forces to minority and non-minority members of the military and civilian community. Mr. Robinson continues to serve, coach and mentor young people.

## STUDENT CAREER DAYS

### Workshops, Job Fair, and more

Date: May 6-8 , 2014  
Time: 10 a.m. - 5 p.m.  
Location: Sheraton Charlotte Hotel  
555 S. McDowell St.  
Charlotte, NC 28204

**Free for Students**

Register at:

<http://www.fapac.org/2014NLTP/Students>



**FAPAC**

Promoting Equal Opportunity and Cultural Diversity



## Veterans Track

**Wednesday, May 7, 2014, 1:45 - 3:45 PM**

**Location: Symphony 7**

### VA Benefits and Compensation

Veterans, Military, and Family members will learn about the eligibility, enrollment, and service of the Veterans Health Administration. Also on the panel, participants will learn about Vet Center. The Vet Center are the people in VA who welcome home war veterans with honor by providing quality readjustment counseling in a caring manner. Vet Centers understand and appreciate Veterans' war experiences while assisting them and their family members toward a successful post-war adjustment in or near their community. There the participants will learn about the array from the VA Benefits Administration from claims, E Benefits, 911 GI Bill and other services provided by the VA. Continuing the VA services, the National Cemetery will make a presentation on the Cemetery Services, Headstones, and Presidential Certificates and much more.



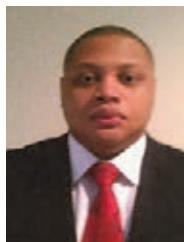
**Ronald Sagudan** joined the Center for Minority Veterans as a Program Analyst in April 2007. He serves as the Center's Veteran Liaison for the Asian American /Pacific Islander American veterans' community. As Liaison for the Asian American /Pacific Islander American veteran's community, he is constantly engaged in different events that promote cultural diversity. He also identifies issues that affect Asian American /Pacific Islander Americans. Before coming to the Department of Veterans Affairs, Mr. Sagudan worked for several healthcare organizations. These agencies include: Integrated Health Services, Inc., The American Red Cross, and HCIA-Sachs, and Kaiser Permanente Mid-Atlantic. Mr. Sagudan is the son of retired United States Navy Vietnam Veteran, the nephew of Philippines Scout, and grandson of a World War II Filipino Veteran. He has been an active member of several organizations in the Asian American/Pacific Islander community.



**Loretta C. Deaton, RN's** professional experience over the past 38 years includes work in orthopedics, neurology, labor and delivery, complicated obstetrics, gynecology, oncology, neurosurgery and nursing education. Since 1979 her work has primarily been in Psychiatry in management positions. She was Associate Chief of Nursing Service of Psychiatry for the Department of Veterans Affairs at the Salisbury VA Medical Center before joining Readjustment Counseling Service at the Charlotte Vet Center in December 1990 as the Clinical Coordinator. She was promoted to Team Leader of the Charlotte Vet Center in December 1991. She was a member of the Readjustment Counseling Service Women's Working Group and is presently the Women's Veteran Coordinator at the Charlotte Vet Center. She has also served as adjunct faculty at Central Piedmont Community College and University of North Carolina, Charlotte.



**Belinda Dublin** is a retired Army Veteran having served six years active duty in Women's Army Corps (WAC). From 1975-1981, she served in the United States (Colorado, Louisiana and Kansas), in Uijongbu, Korea and with the Berlin Brigade in Berlin, Germany as a Voice Radio Operator and as Administrations Specialist and the Race Relations/Equal Opportunity Board. In 1981, Belinda joined the North Carolina Army National Guard, later transferred her membership to the Connecticut Army National Guard Military Academy where she completed the OCS program in July 1989 commissioned as a Second Lieutenant. Her assignments included Signal Platoon Leader, Public Affairs Section Leader, and Human Relations/Equal Opportunity Training Officer. She attended the Defense Equal Opportunity Management Institute where she received certification as an Equal Opportunity Advisor. Ms. Dublin served as Medical Battalion Personnel Manager (S-1) and finally as a Company Commander before her retirement at the rank of Captain in 1999. Ms. Dublin holds a Bachelor of Arts Degree in History from Southern Connecticut State University. Ms. Dublin has been employed with the Department of Veterans Affairs over 21 years. Since 2008 she served as Patient Advocate at the Charlotte Community Based Outpatient Clinic and since 2013 collaterally as Minority Veterans Program Coordinator for the Salisbury VA Medical Center.



**Antwine Duffy** serves as the Minority Veterans Program Coordinator for the Winston-Salem Regional Office. His primary role is to perform targeted outreach efforts to minority veterans through community networks and promoting the use of VA benefits, programs, and services by minority veterans. He performs duties as the DoD/VHA Lead Coordinator liaison. Prior to joining the VA, Mr. Duffy worked for the Department of Defense as the Lead Military Pay Technician for Medical and Officers Separations at Fort Bragg, NC. responsible for supervising the section to ensure timely payments to separating Service Members. He is an eight year U.S. Army Veteran, served as the Personnel Senior Non-Commissioned Office (PSNCO) for the Commander of the National Support Element (NSE) in support of Operation Joint Forge in Taszar, Hungary. His military decorations include Army Commendation (3 Oak Leaf Clusters), Army Achievement Medal (2 Oak Leaf Clusters), Armed Forces Expeditionary Medal, Joint Meritorious Unit Award, Humanitarian Service Medal and the NATO Medal. He was also awarded the German Schützenschnur Award (Silver Sharpshooter) for marksmanship with German weapons.



**Donald I. Owens** was named director of Salisbury National Cemetery effective Feb. 9, 2014. As director, he is responsible for all administrative, burial and maintenance operations at the cemetery. He also supervises Wilmington, New Bern and Raleigh national cemeteries, located in North Carolina, and Danville National Cemetery in Virginia. Prior to this position, Mr. Owens was the director of Beaufort National Cemetery in Beaufort, S.C., from July 2010. Mr. Owens is a 2010 graduate of the National Cemetery Administration's (NCA) comprehensive year-long Cemetery Director Intern Program. Prior to joining NCA, Mr. Owens served in the U.S. Air Force, stationed overseas for more than three years at Kleine Brogel Air Base, Belgium, in support of U.S. European Command and NATO Supreme Headquarters Allied Powers Europe. He performed duties as an emergency action controller, top secret control officer, and communications security (COMSEC) responsible officer. Mr. Owens also held duty stations in the command and control career field in Florida, Georgia and South Carolina. He served at Naval Air Station Key West working with the Flight Monitoring Facility/Joint Search and Rescue Center performing search and rescue missions for the South American Area of Responsibility (AOR).



**Diversity**

**Is Our**

**Strength**

**Department of Veterans Affairs**

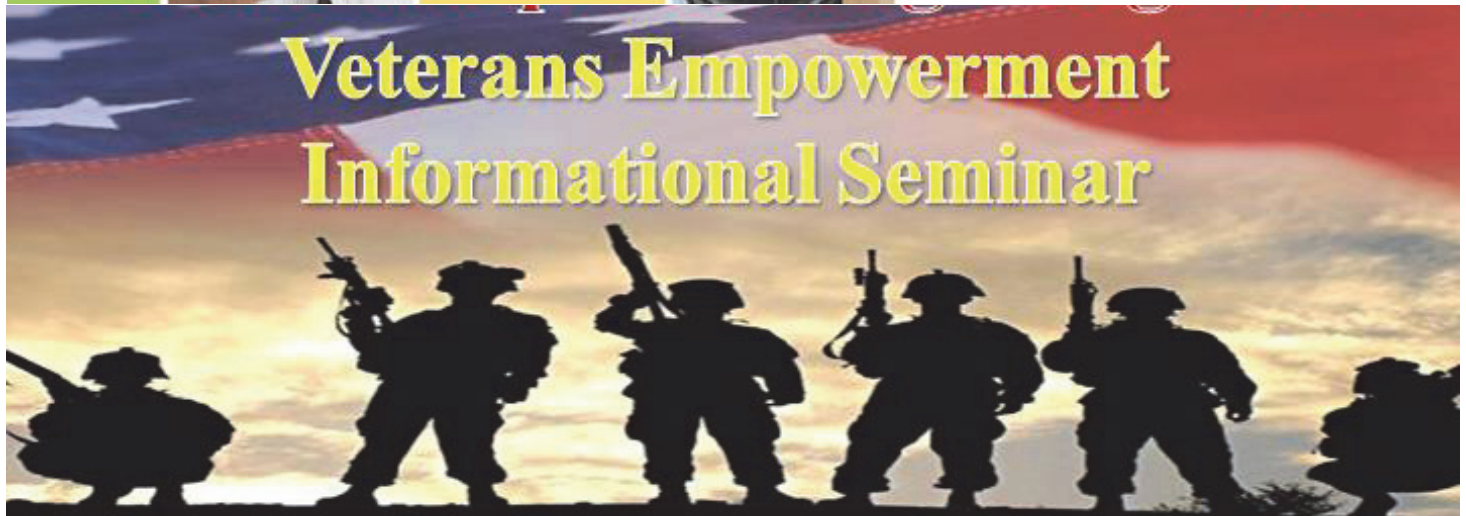
*Committed to Reaching Our Global Community In Service to Our Veterans*

**Many jobs.**  
**One mission.**  
**Join us.**

[www.vacareers.va.gov](http://www.vacareers.va.gov)

An Equal Opportunity Employer

Office of Diversity and Inclusion  
[www.diversityhr.va.gov](http://www.diversityhr.va.gov)



**VA 101 VA Benefits and Compensation 1:45-3:45 PM**

The workshop and exhibit area are free to all Veterans, please register @ **Link: <http://www.fapac.org/2014NLTP/Veterans>**



APIASF is proud to support the 29th FAPAC Annual National Leadership Training Program and to congratulate the 2014 Civilian Awardees.

The **Asian & Pacific Islander American Scholarship Fund (APIASF)** is the nation's largest non-profit provider of college scholarships for Asian Americans and Pacific Islanders (AAPIs).

APIASF is one of **S&I 100's most socially impactful organizations** and has distributed over **\$70 million** in scholarships to AAPI students representing the *Changing Face of America*.

**69%** of all APIASF scholars have family incomes of \$30k or less  
**56%** were the first in their family to attend college

Make a difference in *Today's Minds, Tomorrow's Future* and donate to **CFC #44885**.



CHARITY NAVIGATOR  
Your Guide To Intelligent Giving

**APIASF**® Today's Minds,  
Tomorrow's Future®  
Asian & Pacific Islander American Scholarship Fund  
apiasf.org 202-986-6892 CFC #44885





# FREE TUITION

College Student  
Pre-Commissioning Initiative (CSPI)

## WITH THE FOLLOWING BENEFITS...

- TWO YEARS OF PAID TUITION
- A MONTHLY SALARY OF \$2,500  
(SALARY INCREASE UPON GRADUATION)
- FULL MEDICAL BENEFITS
- FULL DENTAL BENEFITS
- 30 DAYS PAID VACATION
- LEADERSHIP EXPERIENCE AND TRAINING
- GUARANTEED POSITION AS AN OFFICER  
UPON GRADUATION

## ELIGIBILITY:

- Be a U.S. citizen
- Must have a 2.5 GPA
- Attend an approved college or university
- Be a sophomore or junior in a 4-year  
undergraduate program
- Be 19-27 years old upon graduation from college

*Semper Paratus - Always Ready.*  
That's the Coast Guard's motto.

CONTACT YOUR LOCAL RECRUITER BY  
CALLING **1-877-NOW-USCG**

OR VISIT US ONLINE AT  
[www.gocoastguard.com](http://www.gocoastguard.com)

# U.S. COAST GUARD



# Good health comes from good choices.

You can enjoy a healthier lifestyle by choosing the right foods and getting plenty of exercise.

And with GEHA, not only can you choose from a range of comprehensive health plans, you get access to wellness programs that can help you stay fit and get more out of life.

To learn more about the benefits of better health, visit [geha.com](http://geha.com).

**(800) 821-6136 | [geha.com](http://geha.com)**

**Connect with us on social media:**

   /GEHAhealth

This is a brief description of the features of Government Employees Health Association, Inc. Before making a final decision, please read the GEHA federal brochure, RI 71-006. All benefits are subject to the definitions, limitations and exclusions set forth in the federal brochure.

**GEHA** 

**The Benefits of Better Health**

© 2013 Government Employees Health Association, Inc. All rights reserved.





The Federal Long Term Care Insurance Program™



*It's always a good time to apply.*

With benefits designed specifically for the Federal family, the Federal Long Term Care Insurance Program (FLTCIP) offers a smart way to help protect savings and assets should you need long term care services someday. Premiums are based on your age, and you can apply for coverage any time using the full underwriting application. Start planning for the future by calling us or going online to find out more about the FLTCIP today.

Note: Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage. You need to apply to find out if you qualify for coverage under the FLTCIP.

**The Federal Long Term Care Insurance Program**

**1-800-LTC-FEDS (1-800-582-3337) TTY 1-800-843-3557 [www.LTCFEDS.com/FAPAC](http://www.LTCFEDS.com/FAPAC)**

The Federal Long Term Care Insurance Program is sponsored by the U.S. Office of Personnel Management, offered by John Hancock Life & Health Insurance Company, and administered by Long Term Care Partners, LLC.

FLTCIP009578







## CAREERS AT TRANSPORTATION SECURITY ADMINISTRATION

Protect our nations' transportation Infrastructure. You'll receive competitive compensation and all Federal benefits, including a variety of health insurance options, retirement plan, flexible work schedules and more.

Transportation Security Officers • Federal Air Marshal Service  
Management, Administrative and Professional

Please Apply online: <https://tsajobs.tsa.dhs.gov> or call 1-877-872-7990

To learn more about TSA, come visit our booth.



**Transportation  
Security  
Administration**

U.S. Citizenship Required  
TSA is an Equal Opportunity Employer



DEA has a mission like no other — one that challenges us every single day. And to achieve that mission, we recruit Special Agents to investigate unlawful activities surrounding the trafficking of illegal drugs across the nation and around the world. Only through aggressive enforcement action, data collection and analysis, and collaboration with other agencies, can we shut down the operations of criminals who grow, manufacture and distribute illegal substances worldwide. It takes the diverse instincts and talents of our professionals to bring them to justice. Help us make it happen.

DEA is an equal opportunity employer. [www.dea.gov](http://www.dea.gov)

U.S. Department of Justice

**DRUG ENFORCEMENT ADMINISTRATION**

**TOUGH WORK. VITAL MISSION.**





Graduate School USA's

# International Institute

Over five decades of developing partnerships, building capacity, and addressing local, regional, and global challenges.

- ▶ International Visitor Leadership Program (IVLP)
- ▶ Taiwan Leadership Program
- ▶ Pacific Island Training Institute
- ▶ Open World Program
- ▶ China Teacher Recruitment Program



[graduateschool.edu/ii](https://graduateschool.edu/ii)

202.314.3500



***Congratulations  
And  
Best Wishes for a Successful Conference***

***Looking Forward with FAPAC***

***Demolition and  
Site Work***



***Solid Waste  
Management***

***Freddie Winston  
President/CEO***

***Office: 1-866-641-5788      Fax: 1-866-641-5789***

***Email: [fandlconstruction84@comcast.net](mailto:fandlconstruction84@comcast.net)***

***Website: [fandlconstructioninc.com](http://fandlconstructioninc.com)***



## International Leadership Foundation

### Our Mission

The ILF promotes the civic awareness, public service and economic effectiveness of the Asian Pacific American (APA) community and develops young leaders in the United States and other Pacific Rim countries in the fields of public service, entrepreneurship and the international arena.

Our mission is to develop young leaders in the field of public service, entrepreneurship and the international arena. Since our founding over 14 years ago, ILF has provided scholarships and leadership training for over a thousand APA college students from across the country. For more information, see our website: [www.ileader.org](http://www.ileader.org)

*"This past summer was one of the most memorable of my life. Through ILF, I became acquainted with a community. These people - fellows, area professionals and others dedicated to advancing those of us who seek to advance the world - were an invaluable resource. Various speaker series and professional development groups helped me hone my networking and professional skills. It was a tremendous experience, and I'm eternally grateful."*

**Nirant Gupta, 2010 Fellow.**



*I had the privilege of serving as an ILF Fellow in the office of Congressman Al Green (TX-9). The fellowship was my first job after graduating Berkeley, and it helped launch my career in public service. After the fellowship, I was hired on as a Legislative Staffer for Congressman Green and went on to serve as the Research and Policy Director of a Congressional campaign, as the Director of Communications and Program Development for the Asian Pacific American Institute for Congressional Studies, as Chair of the Board of the Directors for the Conference on Asian Pacific American Leadership, and now as Executive Director of the Congressional Asian Pacific American Caucus. Like hundreds of other young people throughout this country, I benefited greatly from the resources and opportunities that ILF provides as it works to develop the next generation of Asian Pacific American civic leadership."*

**Gene Kim, 2007 Fellow.**





**Food Safety and Inspection Service**

**Protecting Public Health through Food Safety**

## **Inclusion is Our Vision**

The Food Safety and Inspection Service (FSIS) employs nearly 10,000 people in a variety of positions nationwide helping to ensure public health. We employ Veterinarians, Food Inspectors, Consumer Safety Inspectors and more!

Our employees are responsible for ensuring that the commercial supply of meat, poultry, and egg products moving in interstate commerce or exported to other countries is safe, wholesome, and correctly labeled and packaged.

To learn more about FSIS please visit us at  
[www.fsis.usda.gov](http://www.fsis.usda.gov).

*FSIS is recognized for its excellence in supporting  
diversity and  
for strategic management of human capital.*



**USDA is an Equal Opportunity provider and employer.**



## Forest Service Mission

**To sustain the health, diversity, and productivity of the Nation's forests and grasslands to meet the needs of present and future generations.**



The Forest Service supports the  
Federal Asian Pacific American Council  
National Leadership Training Program.

<http://www.fs.fed.us>

USDA is an equal opportunity provider  
and employer.

# **Congratulations FAPAC**

# **APHIS**



**United States Department of Agriculture**  
**Animal and Plant Health Inspection Service**  
*Protecting America's Agricultural and Natural Resources*





**Back row : NCEPS Officers Chair Sylvia Chavez, Treasurer Kin Wong and Executive Secretary Danny Garceau**  
**Middle row: FEDQ President Matthew Murphy and SAIGE Chair Susan Johnson**  
**Bottom row: FEW President Michelle Crockett, BIG President Darlene Young**  
**FEDs President Jason Olson and NCEPS Executive Director Cheryle Zwang (absent)**



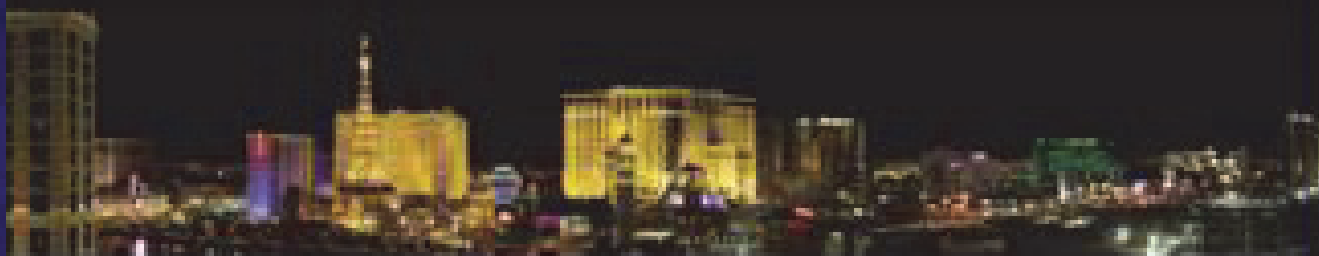


*36<sup>th</sup> Annual*

**Blacks In Government**

**National Training Institute**

**"DREAM BIG, TRAIN WELL,  
& EMERGE TO GREATER HEIGHTS"**



**JULY 28TH - JULY 31ST, 2014**

**Bally's Las Vegas**  
**3645 Las Vegas Boulevard South**  
**Las Vegas, Nevada 89109**

**lasvegas**  
 **bignet.org**




**National Training Program  
September 22 -25, 2014**

BWI Airport Marriott,  
1743 West Nursery Road  
Linthicum, MD, 21090 (Baltimore area)  
(410) 859-8300

## NATIONAL DIVERSITY TRAINING PROGRAM HIGHLIGHTS

Plenary Sessions  
Pre-NTP Agency Forums

**Breakout Sessions**  
 SES Career Training  
 Workshops specific to Hispanic, People with Disability and LGBT  
 Personal & Professional Development  
 EEO & Human Resources  
 Leaderships  
 Cultural Presentation  
 Veterans Resources  
 Career Fair  
 Student Leadership Symposium – (300 student attendees)

Diversity Program features workshops specific to  
Hispanic, People with Disability and LGBT workforce and issues

**To register contact National IMAGE Inc.**

374 East H St. SteA, PMB 419  
Chula Vista, CA91913  
Phone: 858 495-7407

[2014trainingprogram@gmail.com](mailto:2014trainingprogram@gmail.com)

**National Training Program Host**



*National Image, Inc. (a Hispanic Serving Organization)  
 FEDQ (a LGBT Serving Organization)  
 FEDS (Federal Employees With Disabilities)*

Sponsorships, Agency Exhibit, Non-profits booths and advertisement opportunities now available. For additional information E-mail: [ceonationalimageinc@gmail.com](mailto:ceonationalimageinc@gmail.com)

# WE'RE IN THE BUSINESS OF SAVING YOU MORE.

**Federal Asian Pacific American Council**  
**members** could save even more on  
GEICO auto insurance with a special discount!

Plus, every quote helps support FAPAC.

## GEICO®

A SUBSIDIARY OF  
BERKSHIRE HATHAWAY INC.

GEICO.COM/FED/FAPAC  
1-800-368-2734 | LOCAL OFFICE



Some discounts, coverages, payment plans and features are not available in all states or all GEICO companies. Discount amount varies in some states. One group discount applicable per policy. Coverage is individual. In New York a premium reduction may be available. GEICO is a registered service mark of Government Employees Insurance Company, Washington, D.C. 20076; a Berkshire Hathaway Inc. subsidiary. GEICO Gecko image © 1999-2014. © 2014 GEICO



Federal  
employees  
deserve



for all their  
hard work.

**Wellness Incentives. MyBlue Benefit Statement.  
Quit Smoking Programs. Walking Programs.  
Free Annual Physicals.**

With so many additional benefits at no extra cost, no wonder more federal employees choose Blue Cross Blue Shield than any other health coverage. That's Healthy Benefits. And as a federal employee, you've earned every one of them.

Extras.FEPblue.org. [Now you know.](#)

[The BlueCross and BlueShield Federal Employee Program](#)  
hopes that this convention is the best one yet.





## You Don't Need to Wear a Uniform to Serve Your Nation

### Our People are our Greatest Resource, Diversity is our Greatest Strength

The Department of Defense protects our national security by providing the military forces needed to deter war. While uniformed men and women defend our nation, we also rely on our civilian employees to enable mission success. We leverage our employees' diverse backgrounds and experiences to give us a strategic advantage in developing the technologies and innovations that support our warfighters. At the Department of Defense, people are the key to our success. We recognize diversity encompasses more than race and gender – we seek to include diversity of thought, abilities, background, language, culture, and skills. We are also committed to maximizing the potential of our workforce through career development and growth opportunities.



Learn more about how you can serve and protect the United States of America. Visit <http://diversity.defense.gov> to find out about military and civilian opportunities at the Department of Defense.



# **Join Us to Celebrate 30 Years of Promoting Equal Opportunity and Diversity for ASIAN AMERICAN and PACIFIC ISLANDERS**

**May 2015**



Federal Asian Pacific American Council (FAPAC)  
P.O. Box 23184, Washington DC 20036-3184  
[www.fapac.org](http://www.fapac.org)  
E-mail: [fapac@fapac.org](mailto:fapac@fapac.org)