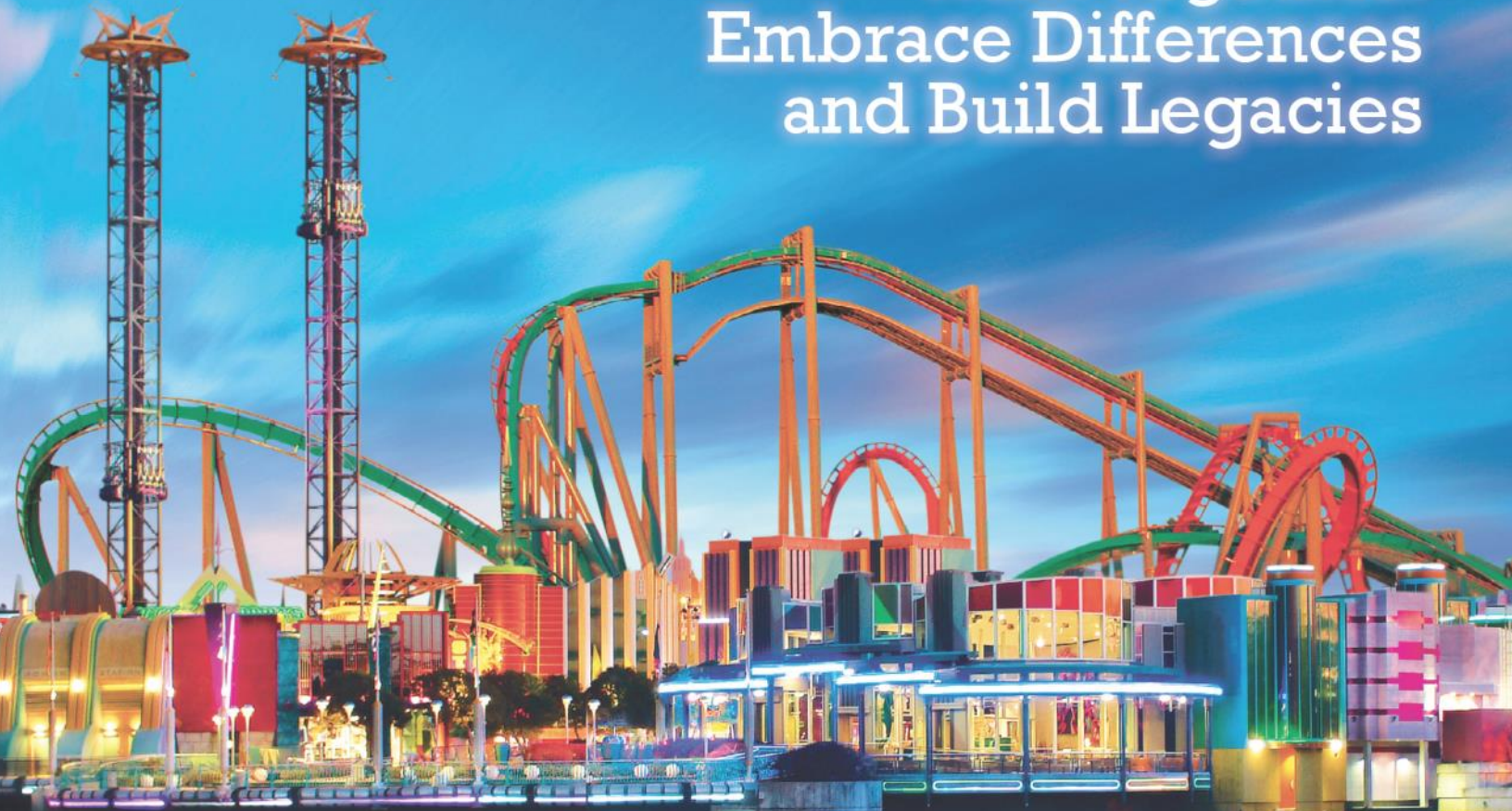


Federal Asian Pacific American Council

FAPAC

31st National Leadership Training Program

**Walk Together:
Embrace Differences
and Build Legacies**



**Doubletree Hotel
Orlando, Florida
May 9-13, 2016**





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On behalf of FAPAC and all our members, it is my distinct honor and privilege to welcome you to **FAPAC's 31st National Leadership Training Program**. I want to extend my most sincere appreciation and gratitude to all our dedicated FAPAC members who made this conference possible; especially **Conference Chair Farook Sait Esq.** and **Co-chair Dr. Kin Wong**, as well as the **National Board of Directors** and the entire volunteer team. I am confident that you will find many workshops and seminars, made available by our esteemed panel of presenters and instructors, that will benefit you and your career.

This *National Leadership Training Program* represents the keystone of FAPAC's commitment of service to its members and the entire Asian-American and Pacific Islander (AAPI) community in Federal Government. Through programs such as this, FAPAC continues to lead the way in promoting the unique culture, diversity and inclusion of its members in government service. In addition to education, FAPAC is working hard every day to promote the AAPI community in Federal service through direct action with members of Congress, the Administration and every Federal Department and Agency on behalf of our members and those we represent.

As President of FAPAC, I am committed to not only continuing such programs as this Leadership Training Program, but also to raising awareness and visibility of the AAPI community in government through FAPAC. By working collaboratively with the EEOC, OPM and all Federal Departments and Agencies, FAPAC will ensure representation for our members and the AAPI community consistent with our overarching vision of diversity and inclusion. We aim to increase our ability to deliver high-quality training, scholarships and mentoring programs to prepare our members to be the leaders in Federal service.

To achieve these goals, FAPAC relies upon the dedication, energy and input from its all-volunteer members. In order to continue to grow and expand FAPAC to better serve its members across government, a call to action to increase membership and participation is vital. We must also leverage our volunteer membership at all levels in support of fund-raising efforts that sustain programs such as this and others. As President, I have dedicated myself as has my Executive Leadership Team to expanding and promoting membership and funding to assure the future of FAPAC and its vital work on behalf of the AAPI community. Inclusion and diversity represent the vision and mission of FAPAC externally and internally. I invite all in attendance at this year's National Leadership Training Program to consider a more active role in FAPAC; its work and programs.

My warmest welcome to you and my sincere hope that you find this conference most beneficial and rewarding and my most grateful thanks to all the volunteers, sponsors, agencies, and you – the attendees, that made it possible.

Warmest Regards,

Grace Spence

Grace Spence, President





The **Federal Asian Pacific American Council (FAPAC)** has begun its fourth decade! What a milestone. FAPAC does not rest on its laurels but constantly building on its program to bring about the best in a customer-oriented and diverse federal workforce for the 21st century, responding to the changes in technology, demographics and work life balance. Every year has been a steady step forward in its dedication to increase leadership opportunities for Asian Americans and Pacific Islanders (AAPI) in the federal workforce. A notable and significant characteristic of FAPAC is that all its programs and activities are conducted by **VOLUNTEERS**. They are all full time employees, with full time work demands. Whether they are at home or on travel, they work to fulfill the responsibilities accepted for FAPAC. That is a testament to FAPAC's commitment to serve the AAPI community.

While the work of the volunteers is to be commended, FAPAC's achievements would not be possible without the consistent support of members of the **Congressional Asian Pacific American Caucus (CAPAC)** led by **Congresswoman Judy Chu**, and the leaders of federal agencies and private organizations. To see tangible evidence of this partnership all you need to do is peruse the program book. You will see speakers from the highest offices of agencies in the plenary sessions and supremely qualified and much sought after instructors in the workshops.

Asian Americans and Pacific Islanders are the fastest growing group in America, but we have a very low record of participating in the electoral process. Our representation in local, state and federal government is increasing but we need to do better. Our contribution in small business, high tech innovation, science and technology, and the arts far exceeds our small representation of the population. While these accomplishments provide much to be proud of, the vestiges of discrimination and disparate treatment still linger. Therefore, while we continue to follow the formula of success – disregard the obstacles, ignore the slights, persevere and succeed – we must continue to raise our voice against the cancer of discrimination. This is where our partnership with federal agencies, the military and the private sector is most beneficial. If the price of freedom is eternal vigilance, the price of a discrimination free society is to believe in the American dream and to pursue it without fear.

In FAPAC there is a saying for all its members – “There is no such thing as Retirement!” Both Dr. Kin Wong and I have learned the truth of this statement by experience. We will take this opportunity to acknowledge and thank all the individuals who do so much and give so generously of their time and talent without asking for credit or recognition. That is especially true of our **President, Grace Spence**, and the **National Board of Directors** who work so hard on behalf of FAPAC. But our work would not be as successful without the immense contributions of **Darrick J. Lee, Jonathan D. Lee** and **Lily Ho**. Thank you for all your help and support and Good Luck to FAPAC.

Sincerely,

Farook Sait

M. Farook Sait
Conference Chair



Dr. Kin Wong
Conference Chair

Walk Together, Embrace Differences, Build Legacies

This year's theme is a three part directive for Asian American and Pacific Islanders (AAPI) in today's modern age. This theme acknowledges the challenges that still exist and serve as a focal point for 2016.

Walk Together encourages us to collaboratively share our diverse perspectives and find common ground to move forward in a united, cooperative effort.

Embrace Differences recognizes the diverse backgrounds and contributions of AAPI's in America and encourages us to accept those differences as a strength in the workforce.

Build Legacies encourages us to remain focused on our efforts towards the mission. This places emphasis on making impact career decisions that will provide a lasting effect for future generations.

Together these three imperatives serve as guiding principles to promote equal representation in the workforce and to remove barriers in developing diverse leaders.

About Us

The Federal Asian Pacific American Council (FAPAC) was founded in 1985. FAPAC 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.



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IT Project Manager
U.S. Department of Veterans Affairs

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*Office of Human Capital for Outreach and Policy
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2016 COMMITTEES & CHAIRPERSONS

Affirmative Employment Committee	Frederick Cheng (USDA) Derek K. Hirohata (USAF)
Awards Committee	Liquun Lauren Wong (DEA)
Chapter Committee	Ronald Sagudan (VA)
Community Outreach Committee	Selina Lee (USDA)
Communication Committee	Jonathan D. Lee (FAA) Darrick J. Lee
Conference Committee	M. Farook Sait (USDA, Ret) Dr. Kin Wong (DOT)
Constitution and By-Laws Committee	Parveen Setia (USDA)
Ethics Committee	Tat Shum (ATF)
Event Committee	Thong Vu (FAA)
Membership Committee	Sharon Pang (EPA)
Nomination and Election Committee	Lily Ho (NGB)
Program Committee	Aurea Franklin (VA) Elizabeth EL-Nattar (TRI-COR) Thanh Trang (FAA)
Public Relations Committee	Liquun Lauren Wong (DEA) Elizabeth EL-Nattar (TRI-COR)



2016 NLTP COMMITTEE TEAM LEADS

Conference Chair	M. Farook Sait (USDA, Ret)
Conference Co-Chair	Dr. Kin Wong (DOT, Ret)
Awards	Liquun Lauren Wong (DEA)
Exhibitor	Pankaj Parikh (EPA)
Conference Logistics	Sophia M. Smith (NASA)
Program Book Coordinator	Darrick J. Lee
Registration	Kaye Nitta (FDA) Gerald Tiqui (NASA)
Sponsorship	M. Farook Sait (USDA, Ret)
Student Program	Sharon Nicholas (NAVY) Piyachat Terrell (EPA)
Veterans Program	Ronald Sagudan (VA)
Workshop Coordinator	Marina Milton (IRS)



2016 AWARD COMMITTEE JUDGE PANEL

Judge.....	Alex Chan (Ret)
Judge.....	Charles Fan (DC Government)
Judge.....	M. Farook Sait (USDA, Ret)
Judge.....	Dr. Kin Wong (DOT, Ret)

VOLUNTEERS

Alyssa Marteja (FAA)
 Annabelle Flores (FAA)
 Annette James (USDA)
 Aurea Franklin (VA)
 Christina Thompson (NIH)
 Christopher J. Franklin (GMU)
 Deric Wong (DOD)
 Dr Rahul Jindal (USU)
 Dr. M Qureshi (USDA)
 Edwin Yong (USDA)
 Elizabeth EL-Nattar (TRI-COR)
 George C. Chang (FDA)
 Jacqueline Ray-Morris (NGB)
 Jane Yang (PBGC)
 Jian Yang (NIH)
 Jim Wu (FAA)
 Jonathan D. Lee (FAA)
 Kirk Spencer (USDA)
 Lily Ho (NGB)
 Michael Tom
 Mimi Lee
 Paul Truong (FAA)

Ranmali Fonseka (DOT)
 Sara Kaul (NIH)
 Teresita Smith (DOD)
 Thanh Trang (FAA)

Thomas Tran (USDA)
 Thong Vu (FAA)
 Vanee Komolprasert (HHS)
 Zena Huen (FAA)



FAPAC Conference planning meeting ~ April 2016

FAPAC would not be possible without our wonderful
 volunteers! FAPAC truly appreciates their hard work
 and the families that support them!



The Power of Membership



FAPAC has grown in the last few years to become a premier organization representing the interest of all Asian Pacific Americans and Pacific Islanders in the federal and District of Columbia governments. There are more than 700 members in every state and close to two hundred lifetime members. FAPAC is represented at every level of government, from entry level to senior executives and include all branches of the military. Although well represented with many of the over 30 countries designated as AAPI under the Census Bureau, FAPAC still faces the challenge of getting significant membership from some of these countries, especially from the Pacific Islanders. To become a member, visit www.fapac.org/membership.

In addition to regular members, FAPAC also has Honorary Members who are nominated by the President with the approval of the Board of Directors. Honorary Members are community leaders who are recognized for their service to the AAPI community and also are strong active advocates of the FAPAC brand and mission. Some examples are:

- **Representative Cindy Ryu** - first Korean woman elected to the Washington legislature
- **Conrad Lee** - first Asian Mayor of Bellevue, WA
- **Senator Susan Lee** - first Chinese American State Senator for Maryland after several terms in the Maryland House of Delegates
- **Delegate Mark Keam** - Korean American representative in the House of Delegates in Virginia

Lifetime Members



Adrian, Olivia	Chan, Alex	Dunn, Cynthia	Gu, Tiehong
Arcega, Jaime	Chao, David	Edwin, Mainar	Gumataotao, Pete
Balolong, Maria	Chen, Carl	Elizabeth, El-Nattar	Guo, Karsten
Baluyut, Vi	Chen, Janet	Eng, Benedict	Guo, Steven
Basu, Arun C.	Chen, Guang	Esmele, Myles	Guo, Yufen
Bauer, Stephen	Cheng, Fred	Fan, Charles	Gurung, Damber (DK)
Becking, Tina	Chhipa, Fahmida	Finucane, Steve	Hewitt, Jyuj
Bose, G.B.	Chin, Kenneth	Flores, Annabelle	Himathongkham, Sunee
Bouasym, Malatone	Chow, Jim	Flowers, Rebecca	Hirohata, Derek
Brown, Roger	Chu, Anthony	Fogg, Matthew	Ho, Lily
Brown, Teresa	Chung, Michael	Fonseka, Ranmali	Hoang, Kim
Brown, Arunsri	Cole, Lula	Forgue, Charlene	Hoellerer, Tina
Bui, Krystine	De La Torre, James	Franklin, Aurea	Hoh, Christopher
Bui, Trongkhuong	Delavega, Tony	Fujii, Stanley	Hoh, William
Butcher, Duc Tai	Der, Elizabeth	Garalde, Cheryl	Holbrook, Florencia
Cai, Kory	Devera, Lorna Mae	Gibson, Dr. Cita	Huang, Bing
Castillo, Gilbert	Doan, Mainar	Gim, Henry	Huang, Winnie
Chan, Jensen	Dulay, Marcelina	Green, Malissa	Huen, Zena
Chan, May	Dulay, Rustum	Griffin, Tennie	Huynh, Maria
Chan, Philip	Dunbar, Pao-Ying	Griffiths, Helen	Jindal, Rahul

To become a lifetime member, visit www.fapac.org/membership

Lifetime Members



Jing, Mike	Nguyen, Minh	Tran, Tony
Jude, Talari V Rao	Nguyen, Genie	Trang, Thanh
Keam, Mark	Nguyen, Thu	Treadwell, Daniel
Kelly, Julie	Nguyen, Binh	Truong, Paul
Kim, Cailine	Nguyenphuoc, Kim	Vojvodich, Joe
Kim, Sae Mi	Nicholas, Sharon	Vu, Thong
Kim, Vivian	Nii, Quinn	Wai, Thanda
Komolprasert, Vanee	Niu, Mien (Steve)	Wang, (Gino) Cheng
Kung, Dar-Ning	OConnor, Connie	Washington, Glenn
Landaïs, Michaelle	Parish, Jeffrey	Weaver, Billie
Lau, Rene	Patel, Bharatkumar	Williams, Chau
Lazar, Andreea	Petrungaro, Arlin	Wong, Deric
Le, Kevin	Phan, Kimberly	Wong, Kin
Le, Trinh	Powell, Angela	Wong, Liquan
Lee, Samson	Puangsombut, Akapong	Wu, Susie
Lee, Selina	Qureshi, Maqbool	Xue, Amy
Lee, Susie	Ramdass, Monshi	Yamashiro, Amy
Lee, Jonathan	Ramos, Mildred	Yang, Jane
Li, Hongying (Ruby)	Revanna, Krupakar	Yang, Jian
Li, Dawn	Rhee, Justin	Yang, Mira
Li, Yanling	Robinson, John	Yang, Chen
Ling, Janelle	Rodriguez, Jose	Yong, Edwin G.
Liu, Lisa	Rutherford, Michael	Zhang, Howard
Liu, Peter	Sait, M. Farook	Zhang, Yuanfei
Liu, Qingan	Setia, Parveen	Zhao, Wei-Cheng
Liu, ZhiMei	Sharp, Michael	
Loo, David	Shias, Wendy	
Lu, Natalie	Shum, Tat	
Ly, Hom	Shum, Ann	
Ly, Ngoc	Simpson, Toksun	
Ly, Eric	Smith, Teresita	
Ly, Victor	Soriano-Sharp, Jocelyn	
Macri, Cynthia	Spence, Grace	
Mafnas, Aylene	Stan, Wendy	
Mao Smith, Sophia	Subramaniam, Vaiyapuri	
Meeker, Amanda	Suen, Jane	
Milton, Marina	Szymanek, Thomas	
Mitthivong, Bounyasith "Sid"	Talia, Lauren	
Mok, Samuel	Tayyab, Sohaib	
Mowen, Thomas	Terashima, Eric	
Nguyen, Kim	Tom, Anthony	
Nguyen, Peter	Toth, Katherine	
Nguyen, Uyen	Tran, Kimberly	
Nguyen, Hung	Tran, Hai	

To become a lifetime member, visit www.fapac.org/membership



FAPAC reaches out to the AAPI communities at the local level through its many chapters. Chapters host a variety of activities including training activities open for everyone, social events for local members, and community service. Chapters support AAPI Heritage Month celebrations at agencies and local communities. interact agency offices on diversity and other issues, assist members and retirees in employment, and provide speakers for AAPI culture programs. Join a chapter or find others to start a new chapter in your area!

This year FAPAC welcomes two newly chartered chapters: **U.S. Coast Guard (USCG)** and **National Institute of Health (NIH)**.

For more information about starting or joining a chapter, visit www.fapac.org/chapter



US. Coast Guard Chapter



California Southwest Chapter



Aberdeen Proving Grounds Chapter



US Department of Agriculture Chapter



Department of Veterans Affairs Chapter



Federal Aviation Administration Chapter



National Institute of Health Chapter



Pension Benefit Guaranty Corporation Chapter



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**FAPAC thanks sponsors and partners
for their continual support!**



Presidential Proclamation -- Asian American and Pacific Islander Heritage Month, 2016

ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH, 2016

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA
A PROCLAMATION

Asian Americans and Pacific Islanders (AAPIs) are the fastest growing racial group in our country, growing over 4 times as rapidly as the population of the United States. As one of the most culturally and linguistically diverse groups in America, the AAPI community reminds us that though we all have distinct backgrounds and origins, we are bound in common purpose by our shared hopes and dreams for ourselves and our children. Our Nation's story would be incomplete without the voices of countless Asian Americans, Native Hawaiians, and Pacific Islanders who have called the land we all love home. This month, we honor the irreplaceable roles they have played in our past, and we recommit to ensuring opportunities exist for generations of AAPIs to come.

The AAPI community's long and deeply-rooted legacy in the United States reminds us of both proud and painful chapters of our history. Confronted with grueling and perilous working conditions, thousands of Chinese laborers on the transcontinental railroad pushed the wheels of progress forward in the West. Japanese American troops fought for freedom from tyranny abroad in World War II while their families here at home were interned simply on the basis of their origin. And many South Asian Americans in particular face discrimination, harassment, and senseless violence often in the communities in which they live and work.

Today, AAPIs lend their rich heritage to enhancing our communities and our culture. As artists and activists, educators and elected officials, service men and women and business owners, AAPIs help drive our country forward. Yet despite hard-won achievements, AAPIs continue to face obstacles to realizing their full potential. One in three AAPIs does not speak English fluently, and certain subgroups experience low levels of educational attainment and high levels of unemployment. AAPIs also often experience heightened health risks, and millions of AAPI men, women, and children in the United States live in poverty.

My Administration is committed to supporting and investing in AAPI communities. Thanks to the Affordable Care Act, 20 million uninsured adults have gained health insurance coverage, including 2 million AAPIs. Among Asian Americans under the age of 65, the uninsured rate has declined by 55 percent since 2013. Last year, we brought together thousands of AAPI artists; advocates; and business, community, and Federal leaders from across America for the first-ever White House Summit on AAPIs to discuss the key issues facing their communities. The Summit was hosted by the White House Initiative on AAPIs,

which I reestablished during my first year in office and is housed within the Department of Education. We are working with Federal agencies to build stronger and more robust regional networks across our country that improve access to Federal resources and expand opportunities. We have worked to protect civil rights, foster educational equity, and create economic opportunity across our country. Because a lack of detailed data perpetuates the false notion of AAPIs as a model minority, we are working across Government to improve data collection to counter existing stereotypes and to shed light on the realities faced and resources needed by the AAPI community. Through the White House Task Force on New Americans, Federal agencies are working with cities and counties around America to build welcoming communities that allow immigrants and refugees to thrive. And we will continue working to allow more highskilled immigrants to stay in our country -- too many talented AAPIs are held back from fully realizing our country's promise, and too many have suffered the consequences of our Nation's broken immigration system.

Peoples of diverse backgrounds and circumstances have long come to our country with the faith that they could build a better life in America, and spanning generations, the story of AAPIs in the United States embodies this promise. During Asian American and Pacific Islander Heritage Month, let us celebrate the many contributions our AAPI brothers and sisters have made to the American mosaic, and let us renew our commitment to creating more opportunities for AAPI youth as they grow up and embrace the hard work of active citizenship, adding their unique voices and experiences to our Nation's narrative.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim May 2016 as Asian American and Pacific Islander Heritage Month. I call upon all Americans to visit www.WhiteHouse.gov/AAPI to learn more about our efforts on behalf of Asian Americans, Native Hawaiians, and Pacific Islanders, and to observe this month with appropriate programs and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-ninth day of April, in the year of our Lord two thousand sixteen, and of the Independence of the United States of America the two hundred and fortieth.

BARACK OBAMA

The White House
Office of the Press Secretary
For Immediate Release

April 29, 2016



USDA Rural Development Salutes

FAPAC

For 31 years of outstanding service to
rural America and the American
Asian-Pacific Community.



United States
Department of
Agriculture

Rural Development

www.rd.usda.gov

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 Rep. Maxine Waters
 Rep. Bonnie Watson
 Coleman

May 9, 2016

Dear Friends:

As Chair of the Congressional Asian Pacific American Caucus (CAPAC), I would like to express my congratulations to the Federal Asian Pacific American Council (FAPAC) on your 31st Annual National Leadership Training Program.

Over the past three decades, FAPAC has played a fundamental role in supporting Asian American and Pacific Islander (AAPI) employees of the Federal and District of Columbia governments to succeed in their careers through workshops and mentorships. This year, I am thrilled that the FAPAC Scholarship Fund will also dedicate its Public Service Scholarship in the name of the very first Asian American to ever serve in the U.S. Congress—the late Congressman Dalip Singh Saund.



This year's theme, "Walk Together, Embrace Differences, Build Legacies," resonates deeply with CAPAC. For the first time in history, there are 14 AAPI Members of Congress and 51 Members of the Congressional Asian Pacific American Caucus. Together, we look forward to working with FAPAC to strengthen our country's diversity and improve our government for all.

On behalf of the Members of the Congressional Asian Pacific American Caucus, I applaud FAPAC for its continued efforts to empower AAPIs in the public workforce and offer my best wishes for a productive program.

Sincerely,

JUDY CHU
 Member of Congress
 CAPAC Chair



MICHAEL M. HONDA
17TH DISTRICT, CALIFORNIA

May 9-13, 2016

**Message from Congressman Michael M. Honda
Welcoming All to the Federal Asian Pacific American Council's
31st Annual National Leadership Training Conference**

Dear Friends:

It is an honor to extend my warmest greetings to the participants of the Federal Asian Pacific American Council's (FAPAC) 31st Annual National Leadership Training Conference. I am grateful for the opportunity to extend my support for this momentous event.

As Chair Emeritus of the Congressional Asian Pacific American Caucus, I commend FAPAC for its work to provide support and training for Asian American and Pacific Islanders in public service. FAPAC's work across agencies to support equal opportunity and represent AAPIs in government is critical to ensuring that our government has a strong, diverse workforce. As more AAPIs join elected office and public service at all levels of government, it is fitting that you are presenting your Public Service Scholarship for this year in the name Congressman Dalip Singh Saund, the first Asian American elected to Congress.

This year's theme – *Walk Together, Embrace Differences, Build Legacies* – is particularly timely, as the AAPI population and the other communities of color continue to grow and contribute to today's changing America.

Once again, congratulations to FAPAC for 31 years of dedication to the advancement of our AAPI community. I wish you all the best in hosting another successful National Leadership Training Conference.

Warm regards,

A handwritten signature in blue ink that reads "Michael M. Honda". The signature is fluid and cursive.

Michael M. Honda
Member of Congress



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SMALL BUSINESS**

RANKING DEMOCRAT
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CONTRACTING AND WORKFORCE

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**COMMITTEE ON
FOREIGN AFFAIRS**

SUBCOMMITTEE ON
MIDDLE EAST AND NORTH AFRICA



Grace Meng
Congress of the United States
Sixth District, New York
May 9, 2016

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<http://www.meng.house.gov>
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Twitter: @repgracemeng

Dear Federal Asian Pacific American Council:

I am pleased to extend my warmest greetings as you gather at the 31st Annual National Leadership Training Program for the “Walk Together, Embrace Differences, Build Legacies” seminar. I am proud to recognize this event, during Asian Pacific Heritage month, which celebrates the enriched impact that Asian Pacific Islanders have made on American history.

The Federal Asian Pacific American Council should be commended for offering opportunities to military and civilian members of the Asian American community to participate in workshops on the federal workforce. Through partnerships with vital government agencies, the attendees will gain valuable insight and a hands-on learning experience.

The Federal Asian Pacific American Council has worked to promote leadership, diversity, and equality amongst federal employees for thirty-one years. FAPAC will surely remain a pillar in strengthening the Asian and Pacific American community in the federal workforce for years to come.

Please accept my best wishes for a fruitful leadership training program!



Sincerely,

Grace Meng
Member of Congress

118-35 QUEENS BLVD, SUITE 1610
FOREST HILLS, NY 11375
(718) 445-7861
(718) 445-7868 Fax

1317 LONGWORTH
WASHINGTON, DC 20515
(202) 225-2601
(202) 225-1589 Fax

32-26 UNION STREET, SUITE 1B
FLUSHING, NY 11354
(718) 445-7860
(718) 445-7868 Fax

Please sign up for Rep. Meng's newsletter at <https://meng.house.gov/contact/newsletter>



U.S. Representative Mark Takai
1st Congressional District of Hawaii
*In Honor of Federal Asian Pacific American Council's
31st Annual National Leadership Training Program*

May 9, 2016

On behalf of Hawaii's 1st Congressional District, it is my pleasure to send a warm aloha to the Federal Asian Pacific American Council (FAPAC) in honor of your 31st Annual National Leadership Training Program. Mahalo for advocating on behalf of our nation's citizens of Asian American and Pacific Islander (AAPI) ancestry.

Founded in 1985, your non-profit organization represents the civilian and military Asian Pacific American (APA) employees in the federal and District of Columbia governments. Your organization plays a crucial role to advance the interests of APA citizens. I commend your unwavering dedication to promote equal opportunities and cultural diversity for APAs within the federal government.

I am inspired by the devotion and hard work of FAPAC President Grace Spence and her leadership team. Through your 31st Annual National Leadership Training Program, you will be creating opportunities for attendees to learn from the experiences of senior government officials and various workshops. You have my sincere gratitude for your help to build relationships and create a better understanding of APAs working for the federal government.

Mahalo for the services you provide to the AAPI community. It is organizations such as yours that has made improvements for the APAs serving our country in the federal government. Please accept my warm wishes for a successful event.

Aloha,

A handwritten signature in blue ink, appearing to read "K. n. Ollie.", which is the signature of Mark Takai.

Mark Takai
Member of Congress



United States Senate
WASHINGTON, DC 20510-0905

BILL NELSON
FLORIDA

May 9, 2016



Federal Asian Pacific American Council
Post Office Box 23184
Washington, District of Columbia 20026-3184

Dear Friends:

Greetings and welcome to the great state of Florida. Although I am unable to be with you, I am delighted that you chose Orlando to celebrate your 31st Annual National Leadership Training Summit.

On behalf of all Floridians, I congratulate your organization and salute your commitment and dedication to assisting the interest of all Asian Pacific American employees in the federal government.

Sincerely,

A handwritten signature in blue ink that reads "Bill Nelson".

MARCO RUBIO
FLORIDA

United States Senate

WASHINGTON, DC 20510

COMMITTEES:
COMMERCE, SCIENCE, AND
TRANSPORTATION

FOREIGN RELATIONS

SELECT COMMITTEE ON INTELLIGENCE

SMALL BUSINESS AND
ENTREPRENEURSHIP

May 10, 2016


Dear Friends,

It is with great pleasure that I welcome you to the 2016 Federal Asian Pacific American Council's (FAPAC) National Leadership Training Program. I am also proud to recognize FAPAC during this Asian Pacific American Heritage Month as we celebrate the numerous contributions Asian Pacific Americans have made to our great nation.

This training program serves as a reminder of FAPAC's continued effort to provide leadership training and career advancement opportunities for federal employees across the country. I am proud to learn of this organization's mission to represent the Asian Pacific American civilian and military communities and promote diversity and opportunity within the federal government. FAPAC's initiative serves as a testament to the strong efforts FAPAC has taken to ensure students and veterans are informed of various career options and resources available to them.

On behalf of the residents of Florida, I extend my best wishes to all in attendance at this year's National Leadership Training Program and look forward to hearing of FAPAC's future success.

Sincerely,



Marco Rubio
United States Senator



AMI BERA, M.D.
7TH DISTRICT, CALIFORNIA

COMMITTEE ON FOREIGN AFFAIRS

SUBCOMMITTEES:

ASIA AND THE PACIFIC

AFRICA, GLOBAL HEALTH, AND HUMAN RIGHTS

COMMITTEE ON SCIENCE, SPACE, AND
TECHNOLOGY

SUBCOMMITTEES:

RESEARCH

SPACE



Congress of the United States
House of Representatives

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1408 LONGWORTH BUILDING
WASHINGTON, DC 20515
PHONE: (202) 225-5716
FAX: (202) 226-1298

DISTRICT OFFICE
11070 WHITE ROCK ROAD
RANCHO CORDOVA, CA 95670
PHONE: (916) 635-0505
FAX: (916) 635-0514

[HTTP://WWW.BERA.HOUSE.GOV](http://www.bera.house.gov)
AMI.BERA@MAIL.HOUSE.GOV

May 9, 2016

Dear Friends and Colleagues,

I am glad to welcome you to the 31th Annual National Leadership Training Program.

For more than three decades, FAPAC has been a strong advocate for equal opportunity, promoting diversity in the federal workforce and seeking new opportunities for the Asian Pacific American community to succeed. This organization has been a key force in providing educational workshops and resources. I know that this training program will continue in that tradition to offer new insights and opportunities for professional development.

FAPAC has been a leader in the efforts to expand the role of Asian Pacific Americans in federal leadership. As a member of the Congressional Asian Pacific American Caucus, I am glad to see FAPAC highlight the achievements of Asian Americans in all sectors of American life.

Thank you all for your work on behalf of the Asian American community and this country, and thank you to the staff of FAPAC for your ceaseless efforts and commitment to public service.

Sincerely,

Ami Bera, M.D.
Member of Congress



Distinguished Public Service Scholarship

FAPAC Endowment Fund, Inc.

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 has made contributions to foster diversity and inclusion in the Asian Pacific American community. For more information or to **donate** to the *Scholarship Fund*, visit www.fapac.org/scholarship

The awardee will receive a stipend of \$5,000 towards their education. The award is given out, on a rotational basis, to honor three distinguished Asian Pacific American pioneers and role models whose dedication and efforts in public service have opened the doors for many others.

- The late **Congressman Dalip Singh Saund**, an Indian American who was the first Asian Pacific American elected to Congress.
- Former **Secretary Norman Y. Mineta**, a Japanese American who was the first Asian Pacific American to serve in two Cabinet positions as Secretary of Commerce and Secretary of Transportation.
- Former **Secretary Elaine L. Chao**, a Chinese American who became the first Asian Pacific American woman to hold a Cabinet position as Secretary of Labor and is the longest serving Secretary of Labor.

The selection criteria includes the following:

- *Demonstrated commitment to public service, including service to the AAPI community*
- *Demonstrated leadership and potential for continued growth in leadership skills*
- *Academic achievement*



Congressman Dalip Singh

Saund, an Indian American, was the first Asian American, and one of non-Abrahamic faith, to be elected to Congress, serving from 1957 to 1963. He immigrated to the United States to study agriculture, but he obtained a Masters degree and a Ph.D. in mathematics from the University of California, Berkeley. The immigration law at this time did not permit people from India and other countries of Asia to become naturalized citizens. He worked tirelessly to get the law changed and when the Luce-



John F Kennedy (left), Dalip Singh Saund (center), Lyndon B Johnson (right), 1958
Photo courtesy of Eric Saund & Smithsonian

Celler Act passed in 1946, he applied to become an American citizen in 1949. He was elected as Justice of the Peace for Westmoreland

Township and was elected to Congress, serving from 1957 to 1963. He died in 1973.



Distinguished Public Service Scholarship

FAPAC Endowment Fund, Inc.

The FAPAC Distinguished Public Service Scholarship Endowment Fund, Inc. is proud to announce the selection of **Nitisha Baronia** for the 2016 *Distinguished Public Service Scholarship* in honor of **Congressman Dalip Singh Saund**.



Nitisha Baronia, a South Asian student, is an undergraduate Regents' and Chancellor's Scholar at the **University of California, Berkeley**. In addition to pursuing a double major in Business Administration and Political Science, she currently serves as the Editor-in-Chief of the Berkeley Political Review, the only non-partisan political publication on the vibrant campus. In addition, Nitisha works as the Internal Chief of Staff for the ASUC Student Advocate's Office, advocating for and representing student clients on campus that face a host of issues. She is passionate about Asian American civil rights issues, and hopes to use her scholarship to support the AAPI community throughout her career.

She was an Organization of Chinese Americans (Asian American Advocates) summer intern in 2015 and was placed at the Minority Business Development Agency at the Department of Commerce. In 2014, she won the *American Foreign Service Association Scholarship Award* and a full scholarship to a Semester at Sea. She was also the winner of the *Dublin/San Ramon Women's Club Scholarship* for outstanding female community leadership and was a two-time recipient of the *Cal Alumni Leadership Award*.

The award was presented on May 11th, 2016 during the 31st FAPAC National Leadership Training Program in Orlando, FL.



Past Winners

**Congressman Dalip Singh Saund
Scholarship 2013**



Cindy Dinh is pursuing a *Juris Doctor* degree at the **University of California, Berkeley** and a *Master in Public Administration* in a joint degree program with the **Kennedy School of Government, Harvard University**.

**Secretary Norman Y. Nimeta
Scholarship 2014**



Mary June Flores is pursuing a dual degree in *Master of Public Policy* from the Goldman School of Public Policy and *Master of Public Health* from the School of Public Health at the **University of California, Berkeley**.

**Secretary Elaine L. Chao
Scholarship 2015**



James H. Lau is a biology and chemistry dual major, at **Hampden-Sydney College, Virginia**.

The Power of a Name

Dalip Singh Saund and the Reincarnation of a Legacy

This is the winning Scholarship Essay printed in its entirety.



On February 13th, 2016, I closed the room to my dorm and looked up a name I had never heard of before. This was nothing new — I was constantly researching political figures, indulging in the stories of men and women who inspired me, learning details about the history of a country I continued to struggle to find an identity within. For the first time, though, my hands were shaking as I typed the name “Sri Srinivasan” into the Google search bar. As I began to read about the story of a man whom I had never heard of, my eyes grew wider and wider, and my heart began to beat at a pace that my muddled mind could not begin to comprehend.

An Indian American was being considered for the Supreme Court.

There is nothing inherently exciting about looking up a politician, or reading about Constitutional law, or hopping down the Wikipedia rabbit hole to read about prominent lawyers. For me, however, this moment captured my entire world, my ambitions, my

dreams — and wrapped it up in a Google search.

This is perhaps how Indian Americans across the country felt in 1957, when Dalip Singh Saund was elected to the United States Congress. A little girl must have felt her heart beat out of her chest as she read the headline in the San Francisco Chronicle; a young man must have felt his chest swell with pride; a mother must have folded her hands together in prayer in a Gurudwara, a smile finding its way to the tears in her eyes. I only truly understood the weight of Congressman Saund’s story while at the “Beyond Bollywood” exhibition at the Smithsonian Museum of Natural History in Washington, D.C. Of course, as a writer for India West Newspaper and a budding Indian Politics scholar, I had heard of Saund before. But it was not until I witnessed actors play out the story of his historic election in that beautiful museum exhibit that I understood how significant this man and his story were. Yes, Saund had broken racial barriers in advocating for Indian American citizenship rights. Yes, he had mobilized an entire electorate to look beyond both skin color and

religion to elect a representative. Yes, he was the first representative to bring a non-western faith to Capitol Hill. However, his legacy means so much more than that. Saund’s most important contribution is the one that goes unwritten in history books. He has inspired thousands of young men and women to feel pride in their faith. Saund’s contribution is the little boy who feels comfortable wearing his turban to elementary school, above the lunchroom snickers. It is the old man who tells his grandson to pursue his dreams, even if he doesn’t look like the pilots or firefighters or presidents he sees on the television. And in some ways, it is me, the young woman who finds the courage to tell her immigrant parents she would like to study the law, not medicine or engineering.

Life as an Asian American is often a rollercoaster of emotions. The Asian American heritage has a strange way of making you feel lonely yet bound to a tight community; it can fill you with immense pride in one moment and overwhelming outrage at the next. It can make you embarrassed yet content, loud yet constantly quieted. Hearing about Sureshbhai

The Power of a Name: Dalip Singh Saund and the Reincarnation of a Legacy

Patel, for example, an immigrant Indian grandfather who was slammed onto the pavement by Arizona police officers for failing to understand their English, makes my Indian American blood boil. But seeing the overwhelming support he received from the entire Asian American community swings the pendulum once again in the other direction. It was through my writing for *India West* and later the *Berkeley Political Review* that I tried to pen that struggle, sharing my stories for others to relate to. But as a public speaker and a writer, I have learned that speaking up is often not enough. That improving the Asian American experience requires building a larger community, then mobilizing and drawing upon it within our legal system. To do so, I traveled to Washington, D.C. for the OCA (Asian American Advocates) summer internship program. As the only South Asian in my cohort, I learned to share my experiences and build a community with those who did not look like me, but shared the same Asian American experience, riding alongside me on the roller coaster that I had always felt so alone upon. Whether while leading APIA Youth workshops at the 2015 OCA National Convention for middle school

AAPI students, meeting *Norman Mineta* at an AAPI Vote workshop, or hearing *Congressman Ami Bera* at SALDEF's Langar on the Hill, I immersed myself in my Asian American heritage. My summer culminated in attending the 2015 White House AAPI Youth Forum, where I was able to tie together everything I had learned in a concrete action plan to change the national conversation about and amongst AAPI youth. As a community, we had the power to make real change.

Now, I seek to pursue a legal career, working as a public defender to fight for the rights of Asian American men and women who face the kind of blatant discrimination that placed Sureshbhai Patel into partial paralysis one year ago. The journey, of course, is difficult. Law school may not be within my financial reach. There are not many lawyers who look like me. My family is worried about my future, concerned that I may have sacrificed a promising medical career to pursue a field that refuses to make room for women of color. Which is why reading about Sri Srinivasan's everyday obsession with college basketball, his similar desire to work in public service,

and his striking immigrant story brought my breath to a halt that day. By creating the very possibility of an Indian American on the Supreme Court of the United States, Srinivasan has, in a peculiar way, become my very own modern day Dalip Singh Saund, a modern reincarnation of a legacy created 59 years ago. In their own way, these ordinary men with South Asian names have made it. With the FAPAC Distinguished Public Service Scholarship, perhaps a woman like me can, too.

Nitisha Baronia

B.S., Business Administration (Haas School of Business) & B.A., Political Science,
University of California, Berkeley, (exp grad 2018)





WASHINGTON
ADVENTIST UNIVERSITY

School of Graduate and Professional Studies



Cynthia Jeremiah
Professional Studies Student

Cynthia came from Malaysia to pursue her B.S. in Health Care Administration.

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The School of Graduate and Professional Studies offers accelerated programs, beginning at 6 p.m.

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- Nursing Education (MS)
- Nursing and Business Leadership (MS)
- Professional Counseling Psychology (MA)
- Public Administration (MA)
- Religion (MA)
- RN to MSN Program

Jonathan Peter
MBA Graduate

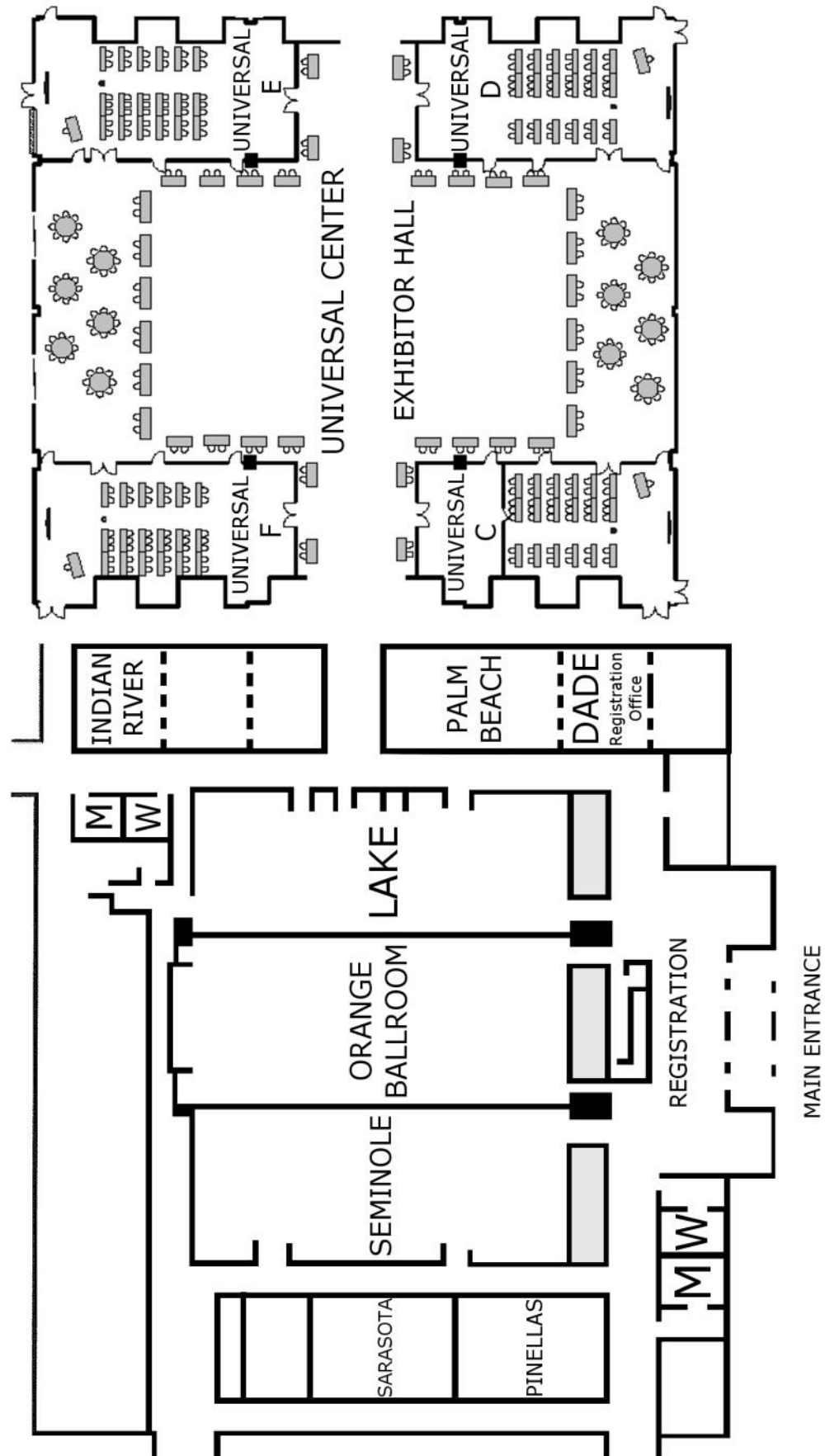
Jonathan earned his master's in business administration while working full-time at the university.

"It was easy to get started, and the flexible degree program worked well for me."



WASHINGTON ADVENTIST UNIVERSITY
7600 Flower Avenue | Takoma Park, Maryland 20912
301-891-4092 | www.wau.edu/sgps

Doubletree by Hilton Convention Center Layout



SUNDAY, MAY 8

1:00 PM-5:00 PM	Registration	Registration
1:00 PM-5:00 PM	Exhibitor Setup	Universal Center

MONDAY, MAY 9

8:00 AM-5:00 PM	Registration	Registration
8:00 AM-5:00 PM	Exhibitor Hall	Universal Center
9:00 AM-12:00 PM	A1. Game Changers Part 1 (<i>Bruce Stewart, OPM</i>)	Universal C
	A2. Becoming SES Part 1: Preparing ECQs (<i>Bobbie Moore, USDA</i>)	Universal D
	A3. FAA: Executive Board Meeting	Universal E
	A4. Agency Forum: EPA	Universal F
	A5. Agency Forum: ICE	Palm Beach
12:00 PM-1:00 PM	Lunch Break	
1:00 PM-5:00 PM	B1. Game Changers Part 2 (<i>Bruce Stewart, OPM</i>)	Universal C
	B2. Becoming SES Part 2: Preparing ECQs (<i>Bobbie Moore, USDA</i>)	Universal D
	B3. Agency Forum: FAA	Universal E
	B4. Agency Forum: HHS	Universal F
	B5. Agency Forum: USDA	Palm Beach
6:00 PM-8:30 PM	WELCOME RECEPTION (Business Casual/Cultural Wear) Video Remarks: Buddy Dyer , Mayor, Orlando, FL Keynote Speaker: Dr. Joe Leonard , Assistant Secretary for Civil Rights, USDA Cultural Performance: Filipino Student Association's Dance Troupe , UCF	Orange

TUESDAY, MAY 10

6:30 AM-7:30 AM	Yoga Session: Alpa Raval , <i>Interactive Yoga Therapy</i>	Indian River
8:00 AM-5:00 PM	Registration	Registration
8:00 AM-5:00 PM	Exhibitor Hall	Universal Center
9:00 AM-10:30 AM	OPENING CEREMONY (Business Formal) Presentation of Colors: Florida Youth Challenge Program , <i>National Guard</i> National Anthem: Monica Ortiz President's Message: Grace Spence Video Remarks: Thomas Reeder , Director, PBGC Special Remarks: Honorable Brian Ronholm , Deputy Under Secretary, USDA Keynote Speaker: Honorable Robert Cabana , Director, Kennedy Space Center, NASA	Orange
10:30 AM-10:45 AM	Morning Break - Visit Exhibits	Universal Center
10:45 AM-11:45 AM	P1A. Plenary: NextGen – A Sustainable Future in Aviation Advances in Air Transportation Guest Speakers: Michele Merkle , Director of NAS Systems Engineering Services, NextGen, FAA Dr. Minh Nguyen , Deputy Director (Acting) of Office of Policy and Plans, FAA	Lake



For more information about the FAPAC Scholarship fund
visit www.fapac.org/scholarship

Download the mobile agenda at www.fapac.org/mobile

TUESDAY, MAY 10

12:00 PM-1:30 PM	AGENCY AND PARTNERS APPRECIATION LUNCHEON (Business Casual) Special Remarks: Oscar Morales , Associate Assistant Administrator, Office of Chemical Safety and Pollution Prevention, EPA Keynote Speaker: Max Finberg , Director, AmeriCorps VISTA Awards Presentation: FAPAC Awards Ceremony	Orange
1:45 PM-3:15 PM	C1: Game Changers Part 3 (Bruce Stewart, OPM) C2: SES Training Part 3: Interview Techniques (Francois Craig, OPM) C3: Unlawful Workplace Harassment (Timothy Bladdek, EEOC) C4: Time Management for Success (Cynthia Dunn, IRS) C5: Know Yourself-Meyers Briggs Part 1 (Steven Dickerson, FS)	Universal C Universal D Universal E Universal F Palm Beach
3:15 PM-3:30 PM	Afternoon Break - Visit Exhibits	Universal Center
3:30 PM-5:00 PM	D1: Game Changers Part 4 (Bruce Stewart, OPM) D2: SES Training Part 4: Preparing Resumes (Francois Craig, OPM) D3: Religious Accommodations in the Workplace (Awo Sarpong Ansu, EEOC) D4: When Change Wears Pink (Nicole Currier, Cheryl Kisunzu, WAU) D5: Know Yourself-Meyers Briggs Part 2 (Steven Dickerson, FS)	Universal C Universal D Universal E Universal F Palm Beach
5:00 PM-7:00 PM	Dinner on Your Own	
7:00 PM-8:30 PM	FAPAC General Membership Meeting (For Members) President's Report Chapter Presentations Open discussion and Q&A	Lake
8:30 PM-11:30 PM	Meet and Greet Event: Music, Snacks and Refreshments <i>(Open to All Attendees)</i>	Seminole

WEDNESDAY, MAY 11

6:30 AM-7:30 AM	Yoga Session: Alpa Raval, Interactive Yoga Therapy	Indian River
8:00 AM-5:00 PM	Registration	Registration
8:00 AM-5:00 PM	Exhibitor Hall	Universal Center
8:00 AM-9:25 AM	P2A. Plenary: WHIAAPI Forum-FAPAC/WHIAAPI Collaboration Special Remarks: Ambreen Tariq , WHIAAPI Guest Speaker: Janet Nuzum , USDA	Lake
9:00 AM-12:00 PM	Student Program Kick Off—Tree Planting Ceremony: Tree Planting Event with Orlando GreenUp Program <i>Meet in the hotel lobby at 8:30 AM</i> Facilitator: Piyachat Terrell , EPA	Bill Frederick Park, 3401 S Hiawassee Road, Orlando, FL
9:30 AM-10:30 AM	P2B. Plenary: Making a Difference through National Service Speakers: Sally Kim , Peace Corps Elizabeth Jung , AmeriCorps VISTA	Lake

WEDNESDAY, MAY 11

10:30 AM-10:40 AM	Morning Break - Visit Exhibits	Universal Center
10:40 AM-11:50 AM	P2C. Plenary Session: Emerging Perspectives in Global Health : <i>Overview of the Concept of Global Health in DoD</i> Guest Speakers: Dr. Lyndsay Baines , Anglia Ruskin University, Chelmsford, UK Capt. Glen B. Diehl , Uniformed Services University of the Health Sciences Facilitator: Dr. Rahul M. Jindal , MD, Professor of Surgery and Global Health, USU	Lake
12:00 PM-1:30 PM	FAPAC MILITARY AWARDS LUNCHEON (Dress Code: Business Formal) Presentation of Colors: Florida Youth Challenge Program , National Guard Special Remarks: W. Bryan Gamble , MD, MS, FACS, Brigadier General, Ret, ARMY Awards Presentation: FAPAC Military Awards Presentation	Orange
1:45 PM-3:15 PM Special Feature	S1. Student Pathway: A Federal Career Panel <i>Free to college and high school students.</i>	Pinellas
1:45 PM-3:15 PM Special Feature	V1. Veteran's Empowerment 101: Veterans Benefit and Services <i>Free for veterans.</i>	Sarasota
1:45 PM-5:00 PM Special Feature	M1. Executive Coaching (POC: Paul Truong, FAA) <i>Pre-registration required. Sign Up at Registration Desk.</i>	Seminole
1:45 PM-3:15 PM	E1. Game Changers Part 5 (Bruce Stewart, OPM)	Universal C
	E2. SES Training Part 5: Barriers to Reach SES (Awo Sarpong Ansu, EEOC)	Universal D
	E3. MD 715-The Guide to Diversity (Versh a Kumar, USDA)	Universal E
	E4. Investment Fundamentals (James De La Torre, FedAdvantage)	Universal F
	E5. Communicating for Personal & Professional Success 1 (Elizabeth El-Nattar, TRI-COR Industries)	Palm Beach
3:15 PM-3:30 PM	Afternoon Break - Visit Exhibits	Universal Center
3:30 PM-5:00 PM Special Feature	S2. Student Pathway: Federal Employment <i>Free to college and high school students</i>	Pinellas
3:30 PM-5:00 PM Special Feature	V2. Veteran's Empowerment 101: Veterans Benefit and Services <i>Free for veterans</i>	Sarasota
3:30 PM-5:00 PM	F1. Game Changers Part 6 (Bruce Stewart, OPM)	Universal C
	F2. SES Training Part 6: Becoming an SESer (Dr. M. Qureshi, USDA/Dr. Surendra N. Singhal, NASA)	Universal D
	F3. EEO Essentials for Managers & Supervisors (Timothy Bladek, EEOC)	Universal E
	F4. Four Generations at Work (John Robinson, State Department)	Universal F
	F5. Communicating for Personal & Professional Success 2 (Elizabeth El-Nattar, TRI-COR Industries)	Palm Beach
6:30 PM	Dinner on Your Own	

THURSDAY, MAY 12

6:30 AM-7:30 AM	Yoga Session: Alpa Raval , Interactive Yoga Therapy	Indian River
8:00 AM-5:00 PM	Registration	Registration
8:00 AM-5:00 PM	Exhibitor Hall	Universal Center

THURSDAY, MAY 12

8:00 AM-9:15 AM	P3A. EEOC Forum – Key Civil Rights Issues Impacting the AAPI Community Moderator: Courtney L. Wilkerson , <i>Deputy Assistant Administrator for Civil Rights, FAA</i> Panelists: Chandra S. Bhatnagar , <i>Senior Attorney Advisor, EEOC</i> Mamie Mallory , <i>Assistant Administrator for Civil Rights, FAA</i> Elaine McKinney , <i>Director, Diversity Management Section, ICE</i>	Lake
9:30 AM-10:45 AM	P3B. Plenary: OPM Diversity & Inclusion Forum Moderator: Sharon Wong , <i>Director, (Acting) ODI, OPM</i> Panelists: Nimesh Patel , <i>Executive Director, ODI, DHS</i> Josephine Burnett , <i>Director of Exploration Research and Technology Programs, NASA</i> Nevine Aziz , <i>Federal Bureau of Investigation</i> Norvel "Rock" Dillard , <i>Director of Diversity & Inclusion Management and Strategic Communications, DoD</i>	Lake
10:50 AM-12:00 PM	P3C. Plenary: Health & Economic Issues of Pacific Islanders Moderator: Dr. Sharon Y. Hart , <i>President, N. Marianas College</i> Panelists: Edith Deleon Guerrero , <i>Secretary of Labor, N. Marianas</i> Bruce Petersen , <i>Lead, PIA, NRCS</i> Dr. Luis Tupas , <i>Deputy Director, Institute of Bioenergy, NIFA</i>	Lake
12:00 PM-1:45 PM	Lunch on Your Own	
1:45 PM-3:15 PM	G1. Game Changers Part 7 (<i>Bruce Stewart, OPM</i>) G2. SES Training Part 7: Becoming an SESer (<i>Dr. M. Qureshi, USDA/Dr. Surendra N. Singhal, NASA</i>) G3. Satin Leadership (<i>Chiling Tong, ILF</i>) G4. Climbing the Ladder to Career Success (<i>Cynthia Dunn, IRS</i>) G5. The Merit System Principles: Guiding the Fair and Effective Management of the Federal Workforce (<i>Cynthia H. Ferentinos, MSPB</i>)	Universal C Universal D Universal E Universal F Palm Beach
3:15 PM-3:30 PM	Afternoon Break - Visit Exhibits	Universal Center
3:30 PM-5:00 PM	H1. Game Changers Part 8 (<i>Bruce Stewart, OPM</i>) H2. SES Training Part 8: Becoming an SESer (<i>Dr. M. Qureshi, USDA/Dr. Surendra N. Singhal, NASA</i>) H3. Leadership & Conflict Management (<i>Cyrus Salazar, USDA</i>) H4. Why Mentoring Matters (<i>Kenneth M. Bailey, ICE</i>) H5. Leading Across Generations (<i>John Burden, DOI</i>)	Universal C Universal D Universal E Universal F Palm Beach
6:00 PM-8:30 PM	FAPAC CIVILIAN AWARDS BANQUET (Dress Code: Black Tie Optional) Special Remarks: Wayne Dixie , <i>Deputy Assistant Director, ATF</i> Special Remarks: Frederick Pfaeffle Arana , <i>Deputy Assistant Secretary for Civil Rights, USDA</i> Keynote Speaker: Honorable Edward Avalos , <i>Under Secretary, USDA</i> Awards Presentation: FAPAC Civilian Awards Presentation Cultural Presentation: Laksha Dance	Orange





CITY OF ORLANDO

OFFICE OF
BUDDY DYER
MAYOR

May 9, 2016

Dear friends,

As Mayor of the City of Orlando, I welcome you to the 31st Annual National Leadership Training Program, '*Walk Together, Embrace Differences, Build Legacies.*'

Thanks to the Federal Asian Pacific American Council's (FAPAC) efforts in assisting Asian American and Pacific Islanders to enhance their professional careers and identify opportunities in the federal government.

Asian Pacific American entrepreneurs play a pivotal role in today's competitive society. Having more Asian Pacific professionals in key-leadership positions in both public and private sector positions benefits everyone in our workplace and economy.

For those of you who are first time visitors to our community, you will soon discover that Orlando is rich with opportunities for recreation, cultural entertainment, educational resources and business enterprises. You will also notice that when it comes to service and hospitality, Orlando is second to none.

Once again, thank you for visiting our community! I hope you enjoy your time here in the Orlando area and plan on visiting us again soon.

Sincerely,

A handwritten signature in blue ink that reads "Buddy Dyer".

Buddy Dyer
Mayor



OFFICE OF THE MAYOR

ORLANDO CITY HALL • 400 SOUTH ORANGE AVENUE • PO BOX 4990 • ORLANDO, FLORIDA 32802-4990

PHONE 407-246-2221 • FAX 407-246-2842 • www.cityoforlando.net

Welcome Ceremony

Monday, May 9, 2016, 6:00 PM- 8:30 PM

Orange Ballroom

VIDEO REMARKS:

Orlando Mayor Buddy Dyer

Buddy Dyer is the dean of Florida's "big-city" mayors, having served Orlando's residents since 2003. Under Orlando's strong-mayor form of government, Mayor Dyer serves as the City's chief executive and also helps govern and oversee the operations and growth of its city-owned utility and the Orlando International and Executive Airports.



Dr. Joe Leonard Assistant Secretary for Civil Rights, USDA

Dr. Joe Leonard, Jr., was sworn in as Assistant Secretary for Civil Rights by Agriculture Secretary Tom Vilsack on April 6, 2009. Nominated by President Barack Obama and confirmed by the U.S. Senate on April 2, 2009, Assistant Secretary Leonard has a strong academic, legislative and working history in civil rights.

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.

CULTURAL PERFORMANCE: Filipino Student Association Dance Troupe University of Central Florida

The **Dance Troupe** is an organization within the **Filipino Student Association** at UCF that promotes and shares Filipino Folk Dances to its members. FSA's Dance Troupe performs at various events and shows in Florida and within the Orlando Filipino community. Organized and choreographed by Christine Casteñeda and Giselle Padrigone, dance troupe is open for everyone who is willing to learn more about the Filipino culture through the spirit of dance.

Tinikling, is one of the most popular traditional Filipino dances. It originated during the Spanish colonial era and is danced to rondalla music, a sort of serenade played by an ensemble of stringed instruments which originated in Spain during the Middle

Ages. This dance involves two people beating, tapping, and sliding bamboo poles on the ground and against each other which represent traps. The dance is an imitation of the tikling bird dodging these said bamboo traps set by rice farmers. The dancers imitate the movement of the birds with their light graceful and speedy movements while skillfully maneuvering between large bamboo poles.

Sayaw sa Bangko, which translates to dance on top of narrow wood benches, originated from a northern province in the Philippines called Pangasinan. It is believed that this dance existed even before the Spanish colonized the Philippines. This means that this dance is purely made by our Filipino ancestors.

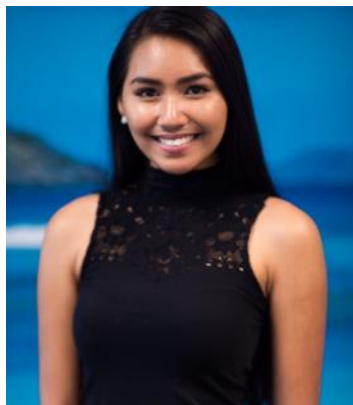
It tells the love story between a boy and a girl as they dance on a bench showing their flirty playfulness towards one another, as they show off their skills in staying up the bench while exchanging places and moving their way around the bench. They do not compete with one another but rather complement each other so that no one falls.



Opening Ceremony

Tuesday, May 10, 2016, 9:00 AM -10:30 AM

Orange Ballroom



Monica Ortiz
National Anthem

Monica Ortiz hopes to one day work in the United Nations specializing in Humanitarian work and plans on pursuing a career in TV & Radio Broadcasting or Musical Theater. Being fluent in Tagalog and English has enabled me to communicate with a wide range of people on a personal level. Working with local charities such as Clarita's House, A Grateful Mind, and The Coalition for the Homeless of Central Florida has strengthened my passion for community service.



VIDEO REMARKS:

Thomas Reeder
Director, Pension Benefit
Guaranty Corporation (PBGC)

W. Thomas Reeder Jr. was born in El Paso, Texas, and attended the University of Texas, earning B.A., B.S.Ed, and MBA degrees and finishing in 1987 with a J.D. from the university's law school.

He began his career in the private sector as an associate at Akin, Gump, Strauss, Hauer and Feld. In 1992, he moved over to Paul, Hastings, Janofsky and Walker, first as an associate and then as a partner beginning in 1997, working in benefits law.

He took those talents to the Department of the Treasury's Office of Tax Policy in February 2000. He started as an attorney advisor and progressed through associate benefits tax counsel, deputy benefits tax counsel, and eventually the office's benefits tax counsel.

Reeder moved to the Senate Finance Committee as senior benefits counsel for the Democratic staff in May 2009. He returned to the Treasury Department in March 2013 as Health Care Counsel for the Internal Revenue Service.



SPECIAL REMARKS:

Brian Ronholm
Deputy Under Secretary, USDA

Brian Ronholm was named Acting Under Secretary for Food Safety in December 2013. He oversees the policies and programs of the Food Safety and Inspection Service (FSIS), USDA's public health regulatory agency that ensures that the nation's commercial meat, poultry, and egg products are safe, wholesome, and correctly labeled. He also chairs the U.S. Codex Policy Steering Committee, which provides guidance to U.S. delegations to the Codex Alimentarius Commission.

Mr. Ronholm joined USDA in April 2011 as deputy under secretary for food safety. In this position, he was part of a leadership team that implemented significant new policies that have enhanced consumer protection, including: zero tolerance for six strains of pathogenic E. coli in raw beef; a common sense 'test and hold' requirement prohibiting food

Opening Ceremony

Tuesday, May 10, 2016, 9:00 AM -10:30 AM

Orange Ballroom

from entering commerce before critical test results are confirmed; tough new performance standards for Salmonella and the first ever performance standard for Campylobacter in poultry; and improved capabilities for tracing contaminated meat.

Prior to joining USDA, Mr. Ronholm 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 in support of the former chairwoman. Mr. Ronholm was actively involved in many comprehensive legislative efforts to improve food safety and nutrition, including the 2008 Farm Bill, the Child Nutrition Reauthorization bill, and the FDA Food Safety Modernization Act.



KEYNOTE SPEAKER:

Robert D Cabana
Director, Kennedy Space Center,
NASA

Robert D. Cabana is a former NASA astronaut, currently serving as director of NASA's John F. Kennedy Space Center in Florida. In his current role, Cabana manages all NASA facilities and activities at the spaceport, including the team of civil service and contractor employees who operate and support numerous space programs and projects.

During his career, Cabana has logged over 7,000 hours in 50 different kinds of aircraft. A veteran of four spaceflights, Cabana has logged 38 days in space, serving as the pilot and eventually mission commander. His fourth flight was the first assembly mission of the International Space Station in December of 1998. Following his retirement as a colonel from the

Marine Corps in September 2000, Cabana was appointed a member of the Federal Senior Executive Service. He served in numerous, challenging senior management positions at Johnson Space Center in Houston, ultimately becoming deputy director.

In October 2007, Cabana was appointed director of NASA's John C. Stennis Space Center in Mississippi. A year later he was reassigned as the tenth director of the John F. Kennedy Space Center.

Cabana's many achievements have been recognized with induction into the Astronaut Hall of Fame and being named an Associate Fellow in the American Institute of Aeronautics and Astronautics and a Fellow in the Society of Experimental Test Pilots. He has received numerous personal awards and decorations, including the Distinguished Flying Cross, the Presidential Distinguished Rank Award, and the National Space Club Florida Committee's Dr. Kurt H. Debus Award. He also is a recipient of the Rotary National Award for Space Achievement's National Space Trophy.

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The Asian American Chamber of Commerce of Central Florida's mission is to provide leadership, support and encouragement to the Asian American business community of Greater Orlando so that our members may prosper and grow.

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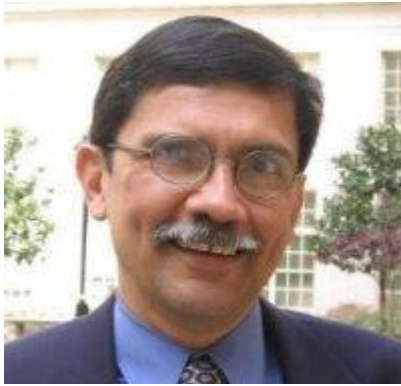
PHONE: (407) 420-4869 x 275

EMAIL: AACC President Khalid Muneer

khalid.muneer@asianamericanchambercfl.org

Agency and Partners Appreciation Luncheon

Tuesday, May 10, 2016, 12:00 PM-1:30 PM
Orange Ballroom

**SPECIAL REMARKS:**

Oscar Morales,
Associate Assistant Administrator,
Office of Chemical Safety and
Pollution Prevention, EPA

Oscar Morales has been a senior executive at EPA for over two decades and is currently the Associate Assistant Administrator for the Office of Chemical Safety and Pollution Prevention. He is the Senior Information Officer and Senior Resource Official overseeing the coordination of all budget and HR processes and the IT infrastructure for OSCPP and is responsible for coordinating Regional, State and Tribal activities including working with the National Tribal Operations Committee.

He sits on numerous agency governance boards including the Working Capital Fund Board, National Partnership Council, Human Resource Council, Quality Information Council, the National

Tribal Council, the Grants Management Council, the E Enterprise Board and is the Deputy Civil Rights Official for the AA-ship. In the Office of Pesticides Program as a Division Director, he constructed a pesticides registration electronic submission process for industry registrants and agency scientists and regulators similar to the FDA and the Copyright Office.

**KEYNOTE SPEAKER:**

Max Finberg
Director, AmeriCorps VISTA

Max Finberg is the Director of AmeriCorps VISTA (Volunteers In Service To America), a national service program to fight poverty in America. He most recently served as Director of Faith Based and Neighborhood Partnerships at the U.S. Department of Agriculture, where he serves as a senior advisor, coordinating Secretary Vilsack's rural anti-poverty and diversity and inclusion initiatives. In that role, he

worked with communities around the country to promote growth and opportunity in high-poverty rural areas. He was Acting Director of the Office of Tribal Relations and Director of USDA's Center for Faith-Based and Neighborhood Partnerships.

In 2012, he served on the White House's Domestic Policy Council as a senior policy advisor working on immigration, child nutrition, and outreach to various communities. Prior to joining President Obama's Administration, Max directed the Alliance to End Hunger, a non-profit organization that engages member organizations in building the will to end hunger. He has also served as special assistant to the ambassador at the U.S. Mission to the UN Agencies for Food and Agriculture in Rome, Italy, which works with the U.N.'s Food and Agriculture Organization, the World Food Program and the International Fund for Agriculture Development.



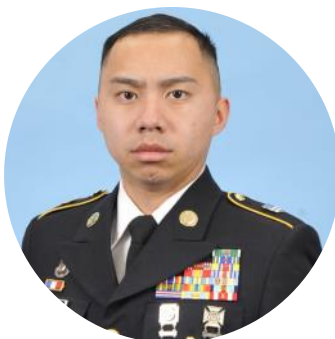
Military Meritorious Service Award

Wednesday, May 11, 2016, 12:00 PM -1:30 PM

Orange Ballroom



**Brigadier General
William R. Burks
Air Guard**



**Staff Sergeant
Alan F. Lee
National Guard**



**Major
Karmin Ng
National Guard**



**Command Sergeant Major
Patrick M. Ganacias
ARMY**



**Chaplain
Manuel (Don) A. Biadog Jr.
NAVY**



**Lieutenant
James J. Yoon
NAVY**



**Captain
Yuwynn E. Ho
US Marine Corps**



**Lieutenant
Raphael J. Sadowitz
US Coast Guard**



**Captain
Carl R. Chen
US Air Force**



**Staff Sergeant
Kathleen V. Easton
US Air Force**



**Chief Warrant Officer
Vanderla L. Akaka
Defense Intelligence
Agency**



FAPAC Military Awards Luncheon

Wednesday, May 11, 2016, 12:00 PM -1:30 PM

Orange Ballroom



W. Bryan Gamble
MD, MS, FACS, Brigadier General
(Ret) US Army

W. Bryan Gamble is a Senior Physician Executive and Visionary Healthcare Leader. He has a distinguished private and military career. He was President and CEO with the Florida Hospital Medical Group where he led the 600+ physician/provider multispecialty medical group and 1500 personnel supporting the Florida Hospital Healthcare system in central Florida.

Prior to that he provided Healthcare consulting and business development for Dell Global Healthcare Services. He has held many executive positions with the U. S. Army before retirement, serving as COO/Deputy Director for TRICARE Management Activity in the Office of the Secretary of Defense; CEO and Commander, Southeastern Regional Medical Command and Eisenhower Army Medical Center;

Senior Medical Advisor (CMO/COO) and Special Staff for the Commander, US Central Command (CENTCOM). He has also served as the Chief Executive (CEO) and Senior Officer of the largest Department of Defense hospital outside the US – Landstuhl Regional Medical Center in Germany. Before that he served as Senior Executive (CMO) and ranking military health advisor to the Assistant Secretary of the Army for Manpower and Reserve Affairs (M&RA).

Gamble's distinguished U.S. Army medical career began in 1987 with his first assignment to Bassett Army Community Hospital as a general surgeon. In 1989, he began training in plastic and reconstructive surgery at Walter Reed Army Medical Center and deployed with the 85th Evacuation Hospital during the first Gulf War. Upon completing his training, Gamble joined the teaching staff at Walter Reed, was named assistant professor of surgery at the Uniformed Services University of the Health Sciences and appointed consultant at the National Institutes of Health's National Cancer Institute.

In 1999, he served as medical director and director of clinical operations for TMA in the office of the assistant secretary of defense for health affairs. Assigned in 2000 as command surgeon at the National Defense University, Fort McNair, Va., he subsequently

attended the Industrial College of the Armed Forces and earned a Master of Science in national resource strategy. In 2005, Gamble commanded Landstuhl Regional Medical Center, Germany, which serves the U.S. European Command region and he oversaw the establishment of the first American College of Surgeons-accredited Level II Trauma Center outside the United States. Upon completing his tour of duty at Landstuhl in 2007, Gamble served as the CENTCOM command surgeon at MacDill Air Force Base, Fla., where he was responsible for joint and coalition health services for military operations comprising 27 nations on the Arabian Peninsula, Horn of Africa, Red Sea and in Central Asia, including Operations Enduring and Iraqi Freedom from 2007 to 2009.



Outstanding Individual Leadership

Peter Sung Ohr
(SES)
National Labor Relations
Board



Chris L. Hoh
(GS 13-15)
Defense Intelligence Agency

Excellence In Individual Achievement

Carmen Villar
(SES)
Center for Disease Control
and Prevention



Christy Kwon
(GS 13-15)
National Labor Relations
Board



Mark A. Cordisco
(GS 1-12)
US Air Force

Diversity Excellence

Kevin Shea
(SES)
Animal and Plant Health
Inspection Service, USDA



Zhuo (Adam) Chen
(GS 13-15)
Centers for Disease Control
and Prevention



Annette Delos-Santos
(GS 1-12)
Forest Service, USDA



FAPAC Civilian Awards Banquet

Thursday, May 12, 2016, 6:00 PM - 8:30 PM
Orange Ballroom



Frederick Pfaeffle Arana
Deputy Assistant Secretary for Civil Rights

Frederick Pfaeffle Arana began his tenure as Deputy Assistant Secretary for Civil Rights at the United States Department of Agriculture (USDA) in March 2014. Prior to his current position, Mr. Pfaeffle was appointed by the White House as Principal Deputy General Counsel of the USDA, one of the largest agencies in the Federal government, with presence in 88 countries and with approximately 100,000 employees.

Mr. Pfaeffle Arana has been instrumental in leading efforts with the U.S. Department of Justice to establish a \$1.33 Billion women and Hispanic claims process to resolve long-standing discrimination claims by women and Hispanic farmers, and ranchers against USDA. Furthermore, Mr. Pfaeffle leads teams responsible for administrative investigations and adjudication of thousands of civil rights complaints filed against the

United States claiming employment discrimination and discrimination in the delivery of USDA programming.



Edward Avalos
Under Secretary for Marketing and Regulatory Programs, USDA

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.

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 holds Bachelor of Science and Master of Science degrees in Agriculture from New Mexico State University in Las Cruces, New Mexico.

Cultural Performance: Laksha Dance

Laksha Dance teaches all varieties of Indian dances to people of all ages. Lasha Dance conducts special classes for various dance completions in Central Florida. Dances prepared at Laksha Dance classes won Minor Best Overall Performance, Minor Best Choreography, Minor Best Costume awards at Gujarati Society's group dance competition and Talent Show in 2007, 2008, and 2009. They've also won awards at Tampa Fest group dance competition in 2007 & 2010.

www.lakshadance.com



Congratulations FAPAC



Federal Aviation
Administration



FAA Is Moving Forward: Safer, Smarter, Better, Together

P1A: NextGen: A Sustainable Aviation Future

Tuesday, May 10, 2016 10:45 AM - 11:45 AM

Lake Room

To describe the FAA's mission, and key responsibilities; define the National Airspace System (NAS) and its overarching components; introduce NextGen concepts, its background, and related strategic goals, and benefits; and describe the purpose of NextGen programs and the planning tools that are being used to support the evolution of the NAS.



Michele Merkle
Director of NAS Systems Engineering Services (FAA)

Michele Merkle is the Federal Aviation Administration's (FAA) Director of the National Airspace System (NAS) Systems Engineering and Integration Office in the Next Generation Air Transportation System (NextGen) organization. She leads NAS evolution efforts and provides systems engineering leadership in delivering the future aviation system.

She has spent over 26 years providing human factors and systems engineering expertise in the development and evaluation of air traffic control systems and concepts. Ms. Merkle has worked on major FAA acquisition programs, such as the Advanced Technologies and Oceanic Procedures System, and the En Route Voice Switching and Control System. She directed the development and assessment of advanced air traffic operational concepts such as the Joint Planning and Development Office's Operational Concept for NextGen

and the NextGen Mid-Term Concept of Operations for the NAS.

Ms. Merkle began her FAA career as the Human Factors Scientific and Technical Advisor for the Oceanic and Offshore Integrated Product Team. She previously worked for eleven years as a FAA support contractor supporting various organizations in the development and evaluation of air traffic control systems.

Ms. Merkle is a certified Program Management Professional. Ms. Merkle has a Master's degree in Industrial Engineering and Operations Research from Virginia Tech and a Bachelor of Science in Industrial and Systems Engineering from the University of South Florida.



Dr. Minh Nguyen
Deputy Director, (Acting) Office of Policy and Plans, FAA



Dr. Minh Nguyen is Deputy Director (acting) of Office of Policy and Plans, FAA. As a Deputy Director (acting) of the FAA's Office of Policy and Plans, Dr. Minh Nguyen networks with all lines of business and offices within the Federal Aviation Administration (FAA), the Department of Transportation (DOT), and appropriate government agencies and Congress, and public entities in order to move the FAA strategic initiatives forward.

As a Division Manager of the Federal Aviation Administration's Office of National Airspace System (NAS) Modeling where he directed studies on operational impacts and benefits of multi-billion dollar NAS modernization programs known as NextGen. He has also served as a Chief of Staff for the FAA Senior Vice President of NextGen and assisted his superiors in various efforts to advance NextGen, and to oversee a large organization.

P2A: WHIAAPI Forum

Wednesday, May 11, 2016 8:00 AM - 9:25 AM

Lake Room

The White House Initiative on Asian American and Pacific Islanders (WHIAAPI) works to improve the opportunities for AAPIs by working with private and public organization to facilitate increased participation in federal programs.



Ambreen Tariq,
WHIAAPI

Ambreen Tariq is a Specialist in the Communications Division at the Wage and Hour Division, U. S. Department of Labor. Her work focuses on strategic messaging and media planning to elaborate on the agency's priorities and accomplishments as they relate to protecting vulnerable low-wage workers and ensuring a level playing field for businesses. She advises on AAPI outreach and education efforts and helps strengthen AAPI language access to agency resources. Ambreen also works on building and maintaining strategic stakeholder relationships with state and federal agency partners.

Her federal career previously included detail from the U.S. Department of Labor, serving as an Advisor for the White House Initiative on Asian Americans and Pacific Islanders and work with the U.S. Department of Health and Human Services and the Environmental Protection Agency. Ambreen holds a J.D. from the

Catholic University of America and a B.A. in Politics and South Asian Studies from the University of California, Santa Cruz.



Janet Nuzum,
Senior Advisor and Director of AAPI
Affairs, USDA

Janet Nuzum currently serves as USDA's Senior Advisor and Director of AAPI Affairs, a position she assumed in January 2016. In this role, she leads USDA's engagement with Asian Americans and Pacific Islanders across the United States, and USDA's implementation of the White House Initiative on AAPIs. She provides vision and leadership through the coordination of USDA programs and activities that impact the lives of AAPIs, ensuring coherence between the White House Initiative's goals and USDA goals.

Janet is a member of the Senior Executive Service at USDA, and joined USDA in 2009 as a political appointee for the Obama

Administration. Prior to her current position, Janet served as Associate Administrator of the Foreign Agricultural Service (FAS), overseeing the agency's work on international trade issues. Janet's career before USDA spanned three decades of public policy work primarily in the field of international trade, much of which was in the federal government. She has served as a Senate-confirmed Presidential appointee as Commissioner and Vice Chairman of the US International Trade Commission. She also worked on Capitol Hill in the U.S. House of Representatives, on committee staff of the House Ways and Means Committee and on personal staff for two Members of Congress from California and Connecticut.

In addition to a law degree from Georgetown University Law Center and a bachelor's degree in economics and government from Smith College, Janet has a graduate certificate in landscape design from George Washington University and an executive education certificate from the Harvard University Kennedy School. She studied Japanese as an undergraduate student at Yale University and in Kyoto, Japan at Doshisha University.



P2B: Making a Difference through National Service

Wednesday, May 11, 2016 9:30 AM - 10:30AM

Lake Room

Learn about AmeriCorps VISTA and Peace Corps and how national service volunteers are impacting Asian communities at home and abroad. Many volunteers go on to work for the federal government. Understand why VISTA alumni and returned Peace Corps volunteers make great employees and how to use the Non-Competitive Eligibility (NCE) hiring authority to bring them on board.



Sally Y. Kim
Peace Corps

Sally Y. Kim is the Program Specialist (Liaison) in Peace Corps' Office of Third Goal and Volunteer Services since August 2015. Sally is an RPCV from Kazakhstan from 2007-2009, where she was an Organizational and Community Development Volunteer. After her service in the Peace Corps, Sally continued her career in international development and worked for the International Rescue Committee (IRC) in Bangkok, Thailand where she worked in humanitarian affairs (refugee and migration). She then returned back to California and worked as a Case Manager in the East Bay working on foster care issues.

Sally holds a Master's in Public

Administration (MPA) from Middlebury Institute of International Studies and a Master's in Psychology from Wheaton College. In addition to English, she speaks Korean, Russian, & Spanish and has learned basic Japanese and Persian.



Elizabeth (Liz) Jung
AmeriCorps VISTA

Liz Jung is with the AmeriCorps VISTA Marketing, Outreach and Recruitment Team with the Corporation for National and Community Service (CNCS), the federal anti-poverty program launched in 1965 as a domestic counterpart to the Peace Corps. Prior to joining the team, Liz was a Program Officer in the CNCS New

Jersey State Office. She worked closely with AmeriCorps VISTA sponsors and Senior Corps grantees.

Previously, she was a Communications Specialist with the University of Chicago's Science of Philanthropy Initiative. Liz is proud alum of AmeriCorps VISTA (City of Billings, MT) and the Coro Fellows Program in Public Affairs. She holds a Master's in Public Policy from the University of Chicago.



P2C: Emerging Perspectives in Global Health –
DoD Overview for AAPI
Wednesday, May 11, 2016 10:40 AM - 11:50 AM
Lake Room

The plenary will feature a team of medical professionals to discuss the global health from DoD perspectives.



Dr. Lyndsay Baines
Anglia Ruskin University,
Chelmsford, United Kingdom

Dr. Lyndsay Baines has a background in medical sociology and psychology and specializes in global health engagement, well-being and the psychosocial aspects of civilian and military trauma and pain management

As an early stage researcher, Dr Baines was embedded with the solid organ transplant team at the Western infirmary, Glasgow, where she established one of the first ward based counseling services for solid organ and islet cell transplant patients. Dr Baines continues her research into psychosocial aspects of solid organ transplant, digital healthcare and patient engagement at Imperial College Healthcare NHS Trust, United Kingdom, where she holds an honorary research fellowship.

During Operation Iraqi Freedom,

New Dawn and Enduring Freedom, Dr Baines relocated to the United States, where she worked for The Henry M. Jackson Foundation, based with the Combat Wounds Team at Walter Reed Army Medical Center, Washington, DC. Her role included working with wounded veterans and their families returning from the wars in Iraq and Afghanistan.

During Operation Iraqi Freedom, New Dawn and Enduring Freedom, Dr Baines relocated to the United States, where she worked for The Henry M. Jackson Foundation, based with the Combat Wounds Team at Walter Reed Army Medical Center, Washington, DC. Her role included working with wounded veterans and their families returning from the wars in Iraq and Afghanistan.

As Program Leader at the Veterans & Families Institute, Anglia Ruskin University, Dr Baines is charged with broadening the scope of the veteran curriculum to incorporate the concept of a global veteran (e.g. peace keepers, resistance fighters, refugees, victims of torture, NGOs) and the development of postgraduate global programs for civilians and veterans.



Capt. Glen B. Diehl
Uniformed Services University of
the Health Sciences

Capt Glen B. Diehl serves as the Director of the newly established Center for Global Health Engagement (CGHE) at the Uniformed Services University of the Health Sciences (USU). In this role he advises on matters involving global health engagement policy, humanitarian assistance/disaster relief (HA/DR), health related stability operations, security cooperation, security assistance, health diplomacy and health threats based capacity. CAPT Diehl also coordinates with the DoD, the Services, combatant commands, the interagency, specific host and partner nations, and other organizations that facilitate mission execution on security cooperation activities as well as assessment, monitoring, and evaluation policy.

P2C: Emerging Perspectives in Global Health –
DoD Overview for AAPI
Wednesday, May 11, 2016 10:40 AM - 11:50 AM

The plenary will feature a team of medical professionals to discuss the global health from DoD perspectives.

Additionally, he is the principal investigator for the Measures Of effectiveness in Defense Engagement and Learning (MODEL) Study, an Office of the Assistant Secretary for Defense for Health Affairs (OASD (HA)) funded grant previously executed through the USU's Center for Disaster and Humanitarian Assistance Medicine. He received his PhD in Public Policy and Administration from American University with a concentration in economics. CAPT Diehl also holds a Master of Arts from the US Naval War College and a Master of Health Administration from Baylor University

The mission of the Center for Global Health Engagement (CGHE) is to provide support to the Department of Defense GHE enterprise, including the Office of the Secretary of Defense, DoD agencies, Joint Staff, Component Commands, Service Components and Military Departments (MILDEPs), through GHE reach back support, resource advocacy, capability development and direct operational support, by leveraging academic support, scholarship and subject matter expertise from across the Uniformed Services University. The purpose for these relationships and collaborative partnerships are to ensure

coordination and development of a GHE capabilities and programmatic planning that directly meet the needs of DoD.



**Dr. Rahul M. Jindal, MD,
Professor of Surgery and Global
Health, USU**

Rahul M. Jindal, MD, PhD, MBA is currently a Staff Transplant Surgeon at the Walter Reed National Military Medical Center and Professor of Surgery and Global Health at Uniformed Services University of Health Sciences, Bethesda. Dr. Jindal recently received the Leadership Award by the "International Leadership Foundation", Washington, DC, 2013. He also received the Outstanding American by choice award by the United States Citizenship and Immigration Services, 2013.

The Governor of Maryland appointed Dr Jindal as Commissioner, Governor's Office

on Service and Volunteerism, Maryland (2013). Dr. Jindal was also appointed as Commissioner to the Human Rights Commission, Montgomery County, Maryland (2014). Dr. Jindal was awarded the Fulbright-Nehru Distinguished Chair to carry out research and teaching in India (2015-6) and is the recipient of the Ellis Island Medal of Honor for 2015.



P3A: EEOC Forum – Key Civil Rights Issues
Impacting the AAPI Community
Thursday, May 12, 2016 8:00 AM - 9:15 AM

Since the study on AAPI by EEOC much have been done by agencies. A panel will discuss the successes and failure and best practices found since the report.



Courtney L. Wilkerson
Deputy Assistant Administrator for
Civil Rights, FAA

Courtney L. Wilkerson serves as the Federal Aviation Administration's (FAA) Deputy Assistant Administrator for Civil Rights. He is responsible for advising the Administrator and senior management on civil rights, equal employment opportunities, diversity and inclusion, and work life balance. He assists the Agency in creating and ensuring a healthy workplace environment that supports and encourages contributions from a multi-faceted employee base, and utilizes many avenues to eradicate discrimination both for FAA's employees and customers.

Courtney's entire career is dedicated to ensuring accessibility, opportunity, and advancement for everyone. Prior to joining the FAA,

Courtney served as the Civil Rights Director and advisor to the Under Secretary for Rural Development, a multi-billion dollar Agency within the U.S. Department of Agriculture. He was also the Chief Adjudicator within the Office of the Assistant Secretary for Civil Rights.

In his professional mission to mitigate fraud and abuse within the Food Stamp Program, he was the Chief Administrative Review Officer with responsibilities to conduct administrative hearings and appeals for a \$70 billion annual program. Courtney is originally from Compton, California and holds a JD from Howard University School of Law and a Bachelor's in Criminal Justice degree from Florida A&M University.



Chandra S. Bhatnagar,
Senior Attorney Advisor, EEOC

Chandra S. Bhatnagar is a Senior Attorney Advisor to Chair Jenny R. Yang of the U.S. Equal Employment Opportunity Commission. Chandra joins the Office of the Chair after spending the past decade as a Senior Staff Attorney in the Human Rights Program of the American Civil Liberties Union where he led the program's litigation and strategic policy advocacy on racial justice and immigrants' rights issues.

Previously, he was the Assistant Director of Columbia University's "Bringing Human Rights Home Project," where he worked to improve conditions affecting post 9-11 detainees and efforts to organize a coalition of human rights defenders in the U.S. Chandra has also worked internationally, partnering with a leading NGO in India in applying human rights standards to their anti-child labor/bonded labor campaigns, and domestically with the Center for Constitutional Rights, where he did immigrants' rights and police accountability work, and served as the interim director of the Ella Baker Summer Intern Program. He received a J.D. from the University of Pennsylvania Law School, and an LL.M. with a focus in international human rights from Columbia Law School.

P3A: EEOC Forum – Key Civil Rights Issues
Impacting the AAPI Community
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Mamie Mallory,
Assistant Administrator for Civil
Rights, FAA

Mamie W. Mallory is the Assistant Administrator for Civil Rights (ACR) for the Federal Aviation Administration (FAA). In that capacity, she is the principal advisor to the Administrator on civil rights, equal employment opportunity, diversity, and affirmative action. She serves as the FAA Diversity Advocate and leads the agency's efforts to create a positive environment that supports and encourages the contributions of all employees.

In addition, Mallory manages Agency efforts to ensure the elimination of unlawful discrimination in federally-operated and -assisted FAA transportation programs at airports. Previously Mallory served as FAA's Director of Aviation Logistics in the Regions and Center Organization.

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 Secretary of Transportation Extraordinary Woman of DOT; the National Federation of Black Women Business Owners "Career Achievement" Award; and the Careers and the Disabled magazine's "Employee of the Year." Additionally, the National Black Coalition of Federal Aviation Employees honored her by creating, the "Mamie W. Mallory" Education and Scholarship Foundation.

Elaine McKinney
Director, Diversity Management
Section, Office for Civil Rights and
Civil Liberties, DHS

Elaine McKinney joined the Department of Homeland Security in September of 2014 as the Director of the EEO and Diversity Management Section in the Office for Civil Rights and Civil Liberties, in Washington, DC. Prior to her current DHS position, Elaine worked with the Department of the Navy (Naval Sea Systems Command) where she served as Deputy EEO Officer and Workforce Diversity Branch Chief

for 10 years, overseeing a full range of EEO and Diversity responsibilities including: EEO complaints program, affirmative employment, reasonable accommodations for persons with disabilities, special emphasis programs, diversity management, employee climate survey, employee resource groups, and EEO advisory committees. She also participated with the IG office on EEO and Diversity reviews of Navy activities.

Prior to her work with the Navy, Elaine was the Civil Rights Director with the USDA Forest Service Northeastern Station and Area for 15 years, managing EEO programs and participating in Title VI civil rights reviews for states in the Northeast. Elaine began her Federal service as a Writer-Editor with the Forest Service Northeastern Research Station.

Elaine holds a BA in English from Penn State University and a MS in management and organizational development from the University of Pennsylvania.



P3B: OPM Forum - Diversity and Inclusion

Thursday May 12, 2016 9:30 AM - 10:35 AM

Lake Room

The Executive Order by President Obama emphasizes the important role of diversity and inclusion in the federal government. The implementation has begun and was coordinated by OPM's Office of Diversity and Inclusion. Successes and failures from the Military and Civilian Agencies will be discussed.



Sharon Wong,
Director, (Acting) ODI, OPM

Sharon Wong is the Acting Director of OPM's Office of Diversity & Inclusion (ODI), the office that leads and manages the government-wide diversity and inclusion effort. Before assuming this role, Ms. Wong served as the Deputy Director for Coordination & Policy for ODI. She was responsible for D&I policy initiatives and for coordinating with the more than 60 Federal agencies that submitted D&I Strategic Plans. She provided technical assistance on implementing D&I Councils, Employee Resource Groups (ERGs), and the Diversity & Inclusion Dialogue program to improve the Inclusion Quotient of agencies. Ms. Wong also works with the National Affinity Groups to build strategic relationships for outreach and collaboration, and improve the representation of diverse communities

in the Federal workforce.

Ms. Wong came to OPM in September 2011, after serving as the D&I Officer at NASA/GSFC, where she had led the D&I efforts there since the program began in 2000. She spent 15 years as a Lead Software Integration and Test Engineer at NASA, and also worked in Strategic Planning and Outreach at NASA headquarters.



Nimesh Patel,
Executive Director, ODI, DHS

Nimesh M. Patel is the Executive Director for Diversity & Inclusion for the U.S. Department of Homeland Security. In this capacity, Nimesh leads diversity and inclusion management for the third largest Department in the Federal government, covering approximately 240,000 employees located throughout the country and around the world. He also is the acting head for Policy for DHS Human Capital. Prior to returning to public service, Nimesh was a member of the labor and

employment practice group of an AmLaw 100 law firm where he also had a specialty in corporate diversity and risk management. His experience included conducting diversity/risk assessments and designing diversity plans for Fortune 200 companies and government agencies.

Nimesh began his career as an Honor's Attorney with the U.S. Department of Justice. His tenure at DOJ included serving as a senior trial attorney in the Civil Rights Division, Special Litigation Section, where he investigated state and local law enforcement for excessive use of force and abuse of authority. Nimesh's community and professional leadership includes serving as Past President of the National Asian Pacific American Bar Association (NAPABA), Appointee to the American Bar Association's Center for Racial and Ethnic Diversity in the Profession, Member of the Board of Directors for the Asian American Justice Center, and Former Vice Chair of the District of Columbia Commission on Human Rights.

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Josephine Burnett,
Director of Exploration Research and
Technology Programs, NASA

Josephine Burnett is the Director of Exploration Research and Technology Programs at NASA's John F. Kennedy Space Center in Florida. She is responsible for strategic leadership and program and project management for KSC support to the Exploration mission, which includes Space Life & Physical Sciences (SLPS), International Space Station (ISS), Advanced Exploration Systems (AES), and Space Technology (ST) Programs.

Ms. Burnett was selected as a member of the Senior Executive Services Career Development Program (SESCDP) class of 2004 and completed the program in March 2006. She returned to KSC as the Chief of the Systems Engineering and Integration Division for the Kennedy Space Center's Design Engineering Directorate.

Mostly recently, she was the Director of the ISS Ground Processing and Research Project Office responsible for all ground processing of space station elements from around the world.

Nevine Aziz,
Foreign Language Program Manager,
FBI

Nevine Aziz is a foreign language program manager with the New York Field Office of the FBI. Prior to joining the FBI in 2002 Ms. Aziz worked at Best Foods/CPC International as a quality control supervisor. Ms. Aziz holds a bachelor's degree in Biology from Rutgers University.



Norvel "Rock" Dillard
Director of Diversity & Inclusion
Management and Strategic
Communications, DoD

Norvel "Rock" Dillard is Director of Diversity & Inclusion Management and Strategic Communications, under

the Office of the Secretary, Office of Diversity Management and Equal Opportunity in the Department of Defense. He provides advice and guidance to DoD leadership at the highest levels, including the Military Services and the Defense Agencies, concerning all diversity and inclusion management and compliance issues.

Prior his current assignment, Mr. Dillard served as a Strategic Initiatives Manager and technical expert in strategic initiatives and communications. He was also an advisor to the Deputy Assistant Secretary of the Army (DASA) (Diversity and Leadership) and the Assistant Secretary of the Army for Manpower and Reserve Affairs (M&RA). Prior to this assignment, he served for 15 months as the Diversity and Leadership Principal Deputy with duty as the Deputy Assistant Secretary of the Army (Diversity and Leadership). Mr. Dillard retired as a Colonel from the Active Army in 2008 after serving more than 26 years in numerous command and staff positions.



P3C: Health & Economic Issues of Pacific Islanders

Thursday, May 12, 2016 10:45 AM - 12:00 PM

Lake Room

This session will explore the various health, education and economic issues impacting Pacific Islanders located across the United States, to include the far Pacific U.S. Territories and Freely Associated States. Health and economic issues of Pacific Islanders discussed by representatives from native Pacific Islanders.

Examples on how the USDA Farm Bill conservation programs are improving the health, economics, and the natural resources of agriculture producers on the Pacific Islands.

- How Agricultural Development in the American Pacific Project is a model for Pacific Islands to focus resources on priority areas of common concern and interest unique to the Pacific region.
- The education success and obtainment rates of Pacific Islanders and a highlight of some of the key educational programs that are making a difference to this population.
- A review of some of the major labor and economic challenges impacting the U.S. Territories located In the Pacific.



Dr. Sharon Y. Hart
President, N. Marianas College
(CNMI)

Dr. Sharon Hart is completing her fifth and final year as president of Northern Marianas College (CNMI), located in the U.S. Territory of the Commonwealth of the Northern Mariana Islands. In total, Dr. Hart has 15 years of experience at the helm of various higher educational institutions. In addition to her time at Northern

Marianas College, President Hart has served as president at both Middlesex Community College, CT, and North Dakota State College of Science, the nation's second oldest community college.

Hart has also led one private university, serving as Deputy President of the University College of the Caribbean. Hart earned her PhD from the University of Illinois in Education. She has numerous distinctions to her name. She has served as a Fulbright Scholar to India and was the national recipient of Bellwether Award in Governance, Finance and Planning. Hart serves as a Commissioner to the Western Interstate Commission of Higher Education, the state appointee to Complete College America, and the state representative to the State Higher Education Executive Officers Association.



Bruce Petersen,
Director, Pacific Island Area,
NRCS

Bruce Petersen has worked for SCS/NRCS for 29 years, working in Minnesota, Wyoming, Nevada, and the Pacific Island Area. He earned a degree in Agriculture Business Management from the University of Minnesota and has served in several field and state office positions, most recently as the Director for the Pacific Island Area (PIA).

As Director, Bruce has responsibility for the delivery of

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technical assistance and USDA Farm Bill programs in; Hawaii, American Samoa, Guam, Commonwealth of the Northern Marianas (CNMI), Federated States of Micronesia (FSM), Republic the Marshall Islands (RMI), and Palau.

He has 12 field offices and a staff of 70 professionals that provide outreach and assistance to over 13,000 agriculture producers.



Dr. Luis Tupas
Deputy Director, Institute of Bioenergy, NIFA

Dr. Luis Tupas is the Deputy Director for Bioenergy, Climate, and Environment at USDA's National Institute of Food and Agriculture. Dr. Tupas provides leadership for addressing global change and climate issues, bioenergy and bioproducts research and development, and environmental and natural resource systems management through research, education and extension

programs.

Dr. Tupas was appointed to the Senior Executive Service in 2014 in his current position. He is the US representative to the Asia Pacific Network for Global Change Research, and the senior US official to the Global Research Alliance on Agricultural Greenhouse Gases. Dr. Tupas received his Ph.D. in Oceanography in 1991 from the University of Tokyo and was a postdoctoral fellow at the Scripps Institution of Oceanography and the University of Hawaii at Manoa.

Dr. Tupas started his professional career as an oceanographer at the University of Hawaii at Manoa in 1991. He began his federal career in 2002 as a Program Director in Arctic Sciences at the US National Science Foundation. In 2004, he joined the USDA Cooperative State, Research, Education, and Extension Service (CSREES) as the first National Program Leader for Global and Climate Change. With the creation of the NIFA from the 2008 Farm Bill, Dr. Tupas was selected as the first Division Director for Global and Climate Change. In 2012 he became concurrently the Division Director for Sustainable Bioenergy and Bioproducts Development.

From 2004 to 2014, Dr. Tupas managed the capacity building funds and was the liaison to all the land-grant institutions in the American Pacific, including Alaska. He also managed the Agricultural Development in the American Pacific and the Regional Economic Transition Assistance to Hawaii projects.

Edith Deleon Guerrero,
Secretary of Labor, N. Marianas



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Workshop A: Game Changers

Monday, May 9, 2016 - Thursday, May 12, 2016
Universal C Room



The U.S. Office of Personnel Management's (OPM's) Office of Diversity and Inclusion is conducting the New IQ Game-Changer Course. Following the completion of this course, graduates receive their certificates to facilitate and implement the New IQ Techniques and Learning within their respective agencies, as well as conduct diversity and inclusion training.

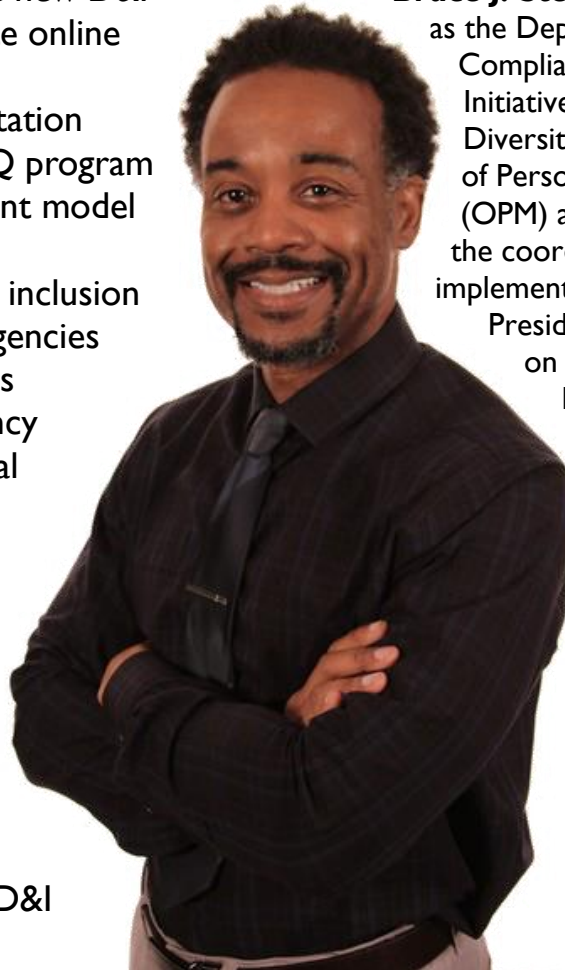
The Game-Changer course will include:

- access to the New IQ e-book, the New IQ animation, modifiable PowerPoint presentations, video clips, diversity and inclusion articles, the diversity engagement tool, and a working mock-up of the new D&I Dashboard, and a free and complete online diversity training course.
- knowledge and practical implementation strategies on executing the New IQ program
- how to use the diversity engagement model to show D&I return on investment
- the ability to conduct diversity and inclusion train-the-trainer courses at your agencies
- a number of presentation templates modifiable for your respective agency
- how to develop and entrepreneurial mindset
- a presentation by Professor Scott Page
- a deeper understanding of unconscious bias
- how to administer and explain the New IQ scores
- how to gain buy in
- robust exercises on inclusion
- in-depth training on the new ODI D&I Dashboard
- knowledge of social network analysis

Registration required
at www.fapac.org

Bruce J. Stewart currently serves as the Deputy Director Training, Compliance, and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management (OPM) and is responsible for the coordinated implementation of the President's Executive Order on Diversity and Inclusion.

Bruce has been involved in numerous Leadership and Diversity initiatives at the local, state, and national levels. He has lectured on diversity at several leading educational institutions including MIT, University of Kansas, the Naval NCO Academy, and Harvard.



Workshop B: Becoming SES

Monday, May 9, 2016 - Thursday, May 12, 2016

Universal D Room

This class is designed for GS-14 and above who are inspired to become an SES. This class will cover the SES process and ECQ. This class will walk through the process for becoming an SES and help prepare your ECQ. Current SESers will share their experience and perspective.

May 9, 2016 9:00 AM - 12:00 PM

A2: Becoming SES 1: Preparing ECQs

May 9, 2016 1:00 PM - 5:00 PM

B2: Becoming SES 2: Preparing ECQs

This session will teach you about the Executive Core Qualifications (ECQs) and help prepare your ECQs



Bobbie A. Moore
OCPTCT Chief of Compliance,
USDA

Bobbie Moore is Chief of the Compliance Division, Office of Compliance, Policy, Training and Cultural Transformation, Office of Assistant Secretary for Civil Rights with the USDA. She manages three civil rights components at the USDA departmental level: (1) USDA's Management Directive 715 (MD 715) Program; (2) USDA's Compliance Review and Monitoring: for MD 715 and Program Civil Rights; and (3) USDA's Agency Head Assessment Program.

She was formerly a trainer for the Department of Defense (DoD), Defense Equal Opportunity Management Institute (DEOMI) at Patrick Air Force Base, Florida. She

spearheaded the US Army Diversity Program (Consideration Of Others) which espoused a communication element. This was a proactive approach to bring about a level of understanding for employees to address issues before they reached crisis mode.

Ms. Moore holds a Master's Degree in Computer Information Technology and Bachelor's degree in Management.

May 10, 2016 1:45 PM - 3:15 PM

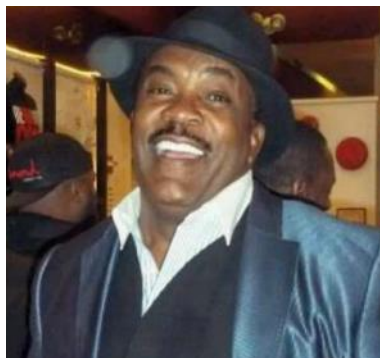
C2: SES Training 3: Interviewing Techniques

May 10, 2016 3:30 PM - 5:00 PM

D2: SES Training 4: Preparing Resumes

If you've been called for an interview after applying for a position, congratulations! Getting on a certificate of eligibility is a major hurdle for many job-seekers.

However, how well you perform during the interview is a key factor in determining whether or not you'll get the job. Participants will learn the keys to successful interviews and practice using various interviewing techniques.



Francois Craig

Training Program Manager, Office of Diversity & Inclusion, OPM

Francois Craig, a native of Charlotte NC. Mr. Craig is an experienced trainer and hold many certifications. Francois is the Program Manager for Career Development at OPM and serves as a Federal Coach and Guest Speaker. He designs and conduct training needs assessments to determine workforce skill gaps and assist with the implementation of a competency based training curriculum. Write program objectives, standard operating procedures and goals. Write instructor guides and participant manuals and other training materials; write scripts and speeches; developed training plans .He is most noted for his Quality Customer Service courses and teaching 7 Habits for Highly Effective people.

May 11, 2016 1:45 PM - 3:15 PM

E2: SES Training 5: Barriers to Reach SES

This course will examine barriers to the advancement of Asian Americans in the Senior Executive Service, such as attitudinal barriers, institutional barriers and certain employment practices. The course will also offer strategies for identifying and overcoming these barriers to leadership positions..

Workshop B: Becoming SES

Monday, May 9, 2016 - Thursday, May 12, 2016

Universal D Room

This class is designed for GS-14 and above who are inspired to become an SES. This class will cover the SES process and ECQ. This class will walk through the process for becoming an SES and help prepare your ECQ. Current SESers will share their experience and perspective.



Awo Sarpong Ansu
Senior Attorney Advisor, EEOC

Awo Sarpong Ansu is Senior Attorney Advisor to the Director of the Office of Federal Operations at the Equal Employment Opportunity Commission. Ms. Sarpong Ansu has served the Commission in a number of capacities, including as a Special Assistant to former EEOC Chair Jacqueline Berrien and Special Assistant to former EEOC Vice-Chair Naomi Earp. She has performed both litigation and policy work in the Office of Legal Counsel and served as an Attorney Advisor in the Equal Employment Opportunity Commission's Office of Field Programs, which oversees the EEOC's 53 field offices.. A graduate of the New York University School of Law and Barnard College, Ms. Sarpong Ansu began her legal career as an Assistant Corporation Counsel for the City of New York, where she represented the city civil rights and employment discrimination litigation.

May 11, 2016 3:30 PM - 5:00 PM
F2: SES Training 6: Becoming an SESer

May 12, 2016 1:45 PM - 3:15 PM
G2: SES Training 7: Becoming an SESer

May 12, 2016 3:30 PM - 5:00 PM
H2: SES Training 8: Becoming an SESer

Participants would be provided a candidate and hiring process perspective. Experiences of current SESers will be shared with the intent of providing some valuable nuggets to the participants.



Muquarrab Qureshi
Deputy Director, NIFA/USDA

Dr. Muquarrab Ahmed Qureshi is a member of the U.S. Senior Executive Service and is currently serving as Deputy Director, Institute of Youth, Family, and Community, in the National Institute of Food and Agriculture (NIFA) at USDA.

Prior to joining USDA, Dr. Qureshi served as a Professor of Immunology, the Director of Interdisciplinary Graduate Program of Physiology, Director of Graduate Program of Poultry Science, and the Associate Dean of the Graduate School at North Carolina State University (NCSU). Dr.

Qureshi has a DVM and M.Sc. degrees from Pakistan and a Ph.D. in Immunogenetics and Immunotoxicology from Cornell University.



Dr. Suren Singhal
Director of Materials and Processes Laboratory at Marshall Space Flight Center, NASA

Dr. Suren Singhal is the Director of Materials and Processes Laboratory at NASA Marshall Space Flight Center in Huntsville, Alabama. He was appointed to the Senior Executive Service in December, 2014. His Laboratory leads strategic space exploration technologies including additive manufacturing, composites, digital manufacturing, materials diagnostics and testing, fracture, non-destructive evaluation, metals & nonmetals, and materials informatics. He joined the Materials & Processes Laboratory as Assistant Manager at NASA Marshall Space Flight Center where he led several Center and Agency-wide projects from Space Shuttle, International Space Station, and materials & manufacturing of space systems.

Workshop C

Tuesday, May 10, 2016 1:45 PM-3:15 PM

C3: Unlawful Workplace Harassment **Universal E Room**

Uncomfortable discussing harassment? Unsure what the law really is and what you are required to do about it? Join this session, and put your mind at ease. This workshop, which has been prepared specifically with Managers and Supervisors in mind, will give you the understanding of harassment issues you need to do (and protect) your job.

This session provides an overview of unlawful workplace harassment as it pertains to the Federal Sector, and will examine the legal standards and elements needed for a finding of workplace harassment, while also looking at liability issues for agencies. In particular, we will discuss how a properly administered agency anti-harassment policy can play a major role in avoiding both incidents and findings of harassment, and how managers are key players. By understanding how the law and their agency's anti-harassment policy interact, managers will come away with a better understanding of their responsibilities and best ways to treat harassment in the workplace. Come prepared for an interactive session, and to share your questions and experiences.

Timothy Bladek
Attorney Advisor/Outreach Coordinator, Office of Federal Operations, Equal Employment

Opportunity Commission (EEOC)

Mr. Bladek is an Attorney Advisor in EEOC's Office of Federal Operations (OFO), where he has served the Commission since 1999. An experienced presenter of a wide range of substantive areas of EEO law and practice, Mr. Bladek is currently the Outreach Coordinator and lead presenter for OFO's Federal Training and Outreach Division. In addition to his current assignment, he has served in a number of other OFO positions, including Attorney Advisor to the Director of Federal Sector Programs, Coordinator of OFO's "Relationship Management" program, and writing attorney in OFO's Appellate Review Program. Prior to his work at the Commission, Mr. Bladek was an attorney at the Merit Systems Protection Board and in private practice, and received his J.D. from Georgetown University Law Center. Mr. Bladek is a member of the Bar in the District of Columbia and the State of Maryland

C4: Time Management for Success **Room Universal F**

This workshop will teach participants 24 techniques and steps toward getting more out of their time. It is based on the book, same name. The 24 techniques will instantly increase employees' workplace efficiency through clear and 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. Participants will receive a packet.



Cynthia Dunn
Director, Equity, Diversity and Inclusion (EDI), IRS

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

Workshop C

Tuesday, May 10, 2016 1:45 PM-3:15 PM

1992.

Cynthia attended the University of Maryland-College Park and the European Division, Nuernberg, West Germany. She is an active Lifetime member of the Federal Asian Pacific American Council (FAPAC). She also holds life memberships with the following organizations: Blacks in Government (BIG), Society of American Indian Government Employees (SAIGE), and Federally Employed Women (FEW).

C5: Know Yourself - Meyers Briggs 1 Palm Beach Room

Understanding Individual Personality Types Using the Myers-Briggs Type Indicator® (MBTI®) Assessment

Attendees will have an opportunity to complete The Myers-Briggs Type Indicator® (MBTI®) assessment, and be given a profile report containing their MBTI four-letter type code that they will use while the presenter lectures on the aspects of the MBTI. The MBTI is the most widely used personality assessment in the world. With a proven record of reliability spanning more than 50 years. The use of the MBTI offers a foundation for understanding individual differences and applying that understanding to the ways people think, communicate, and interact. Versatile and dependable,

the MBTI tool sets the stage for lifelong learning and development in the area of interpersonal communication.



Steven W. Dickerson
LMSW, US Department of
Agriculture

Steven W. Dickerson, LMSW is from Philadelphia, Pennsylvania, and a retired U.S. Marine with active military service near the end of the VietNam War. While serving as an aviation mechanic in a Harrier (AV8-A) Squadron of the US Marines, Steven was involved in an aviation accident where he sustained injuries to his back, knees, and eyes that left him legally blind. These injuries eventually forced his medical retirement from active military service.

After Blind Rehabilitation training he returned to college where he earned an undergraduate degree in legal studies, and a Master's Degree in Social Work. Steven is a licensed master's level social worker, and has extensive training as a dispute resolution practitioner.

Prior to Steven's civil service career he worked 15 years of private practice as a dispute resolution practitioner and trauma counselor. Steven has held

employment positions with the Department of The Navy, the Department of Veterans Affairs, and the US Forest Service. Steven holds active membership with the International Critical Incident Stress Foundation, the National Association of Social Workers, and The Association for Conflict Resolution.



Workshop D

Tuesday, May 10, 2016 3:30 PM-5:00 PM

D3: Religious Accommodation in the Workplace **Universal E Room**

This course will explore the legal requirement than an employer provide reasonable accommodation of religious views and practices in the workplace. The course will also explore effective means of providing religious accommodation, and offer best practices for an employer to accommodate religious beliefs while protecting others from religious harassment.



Awo Sarpong Ansu
Senior Attorney Advisor, EEOC

Awo Sarpong Ansu is Senior Attorney Advisor to the Director of the Office of Federal Operations at the Equal Employment Opportunity

Commission. Ms. Sarpong Ansu has served the Commission in a number of capacities, including as a Special Assistant to former EEOC Chair Jacqueline Berrien and Special Assistant to former EEOC Vice-Chair Naomi Earp. She has performed both litigation and policy work in the Office of Legal Counsel and served as an Attorney Advisor in the Equal Employment Opportunity Commission's Office of Field Programs, which oversees the EEOC's 53 field offices. A graduate of the New York University School of Law and Barnard College, Ms. Sarpong Ansu began her legal career as an Assistant Corporation Counsel for the City of New York, where she represented the city civil rights and employment discrimination litigation. She spent several years in private practice before joining the Commission in 1999.

D4: When Change Wears Pink: Strategies for Distinctive Organizational Transformation Through Women Who Lead **Universal F Room**

This workshop will explore the challenges that women have historically faced, and continue to face, in assuming leadership roles in a variety of environments (e.g., educational, political, and corporate) that have traditionally privileged masculine styles of management. The presenters, both of whom have held multiple senior level administrative positions within the field of higher

education, will draw on their personal experiences as female administrators, in addition to best practices as showcased in the literature. Workshop participants will be introduced to strategies that women can utilize in order to combat gender stereotypes, to become effective leaders in their chosen fields, and, ultimately, to successfully lead their institutions through distinctive organizational transformation.



Cheryl Kisunzu
Provost, WAU

Cheryl Harris Kisunzu is provost of Washington Adventist University in Takoma Park, Maryland. She has previously held senior level positions of progressive academic and administrative leadership, including executive dean and director of nursing at Mountain View College, Dallas, Texas, grant administrator at Eastfield College, Mesquite,

Workshop D

Tuesday, May 10, 2016 3:30 PM-5:00 PM

Texas, Vice President of Human Resources and Organizational Development at Harper College, Palatine, Illinois, as well as administrator for the Life Science Human Services Division and Director of the Nursing Program at Harper College. She also has over 15 years of teaching experience in higher education. She holds a Ph.D. in Educational Leadership from Andrews University in Berrien Springs, Michigan.



Nicole Currier
Interim Dean, School of Graduate and Professional Studies, WAU

Nicole Currier is currently Interim Dean of the School of Graduate and Professional Studies at Washington Adventist University in Takoma Park, Maryland. She has previously served as Dean of Humanities at Quinsigamond Community College in Worcester, Massachusetts, where she also chaired the Council of Statewide Academic Division Administrators (CADA) representing all 15

Massachusetts community colleges from 2010-2011. Prior to that, she chaired the History Department at Atlantic Union College in South Lancaster, Massachusetts. She holds an M.A. in American Studies from University of Massachusetts, Boston, and is currently completing a Ph.D. in American Studies at University of Maryland, College Park.

D5: Know Yourself - Meyers Briggs 2 **Palm Beach Room**

Understanding Individual Personality Types Using the Myers-Briggs Type Indicator® (MBTI®) Assessment

Attendees will have an opportunity to complete The Myers-Briggs Type Indicator® (MBTI®) assessment, and be given a profile report containing their MBTI four-letter type code that they will use while the presenter lectures on the aspects of the MBTI. The MBTI is the most widely used personality assessment in the world. With a proven record of reliability spanning more than 50 years. The use of the MBTI offers a foundation for understanding individual differences and applying that understanding to the ways people think, communicate, and interact. Versatile and dependable, the MBTI tool sets the stage for lifelong learning and development in the area of interpersonal communication.

Steven W. Dickerson

LMSW, US Department of Agriculture

Steven W. Dickerson, LMSW is from Philadelphia, Pennsylvania, and a retired U.S. Marine with active military service near the end of the VietNam War. While serving as an aviation mechanic in a Harrier (AV8-A) Squadron of the US Marines, Steven was involved in an aviation accident where he sustained injuries to his back, knees, and eyes that left him legally blind. These injuries eventually forced his medical retirement from active military service.

After Blind Rehabilitation training he returned to college where he earned an undergraduate degree in legal studies, and a Master's Degree in Social Work. Steven is a licensed master's level social worker, and has extensive training as a dispute resolution practitioner.

Prior to Steven's civil service career he worked 15 years of private practice as a dispute resolution practitioner and trauma counselor. Steven has held employment positions with the Department of The Navy, the Department of Veterans Affairs, and the US Forest Service. Steven holds active membership with the International Critical Incident Stress Foundation, the National Association of Social Workers, and The Association for Conflict Resolution.



Workshop E

Wednesday, May 11, 2016 1:45 PM-3:15 PM

E3: MD-715; the Guide to Diversity Universal E Room

The MD-715 is the policy guidance which the U.S. Equal Employment Opportunity Commission (EEOC) provides to Federal agencies (i.e., Department of Transportation) for their use in establishing and maintaining effective programs of equal employment opportunity (EEO) under Section 717 of Title VII of the Civil Rights Act 1964 and subsequent Civil Rights Acts and amendments.

This workshop is introduction to EEOC Management Directive 715 (MD- 715). Participants will become familiar with the six essential elements of a model EEO program and learn to identify and eliminate program deficiencies. Participants will also be introduced to the Barrier Analysis process. The content will provides a practical foundation for building and sustaining an inclusive workplace.

Versha Kumar
Senior Training Co-coordinator,
Office of the Assistant Secretary of
Civil Rights, USDA

Versha Kumar is the Senior Training Coordinator in the Office of Compliance, Policy & Training Division under the Assistant Secretary for Civil Rights, USDA with responsibilities of assessing, designing, developing and delivering Civil Rights training to

USDA employees. She also helps compliance division in their compliance reviews. As part of compliance review, she gets involved in the pre-review preparation for the review. This involves developing the strategy, meetings where discussion takes place on safety, supervision, and principles for conducting compliance reviews, preparing logistic requirements, review of regulations, procedures and policies governing the agency programs, assist in reviewing the requested document information/ data to identify the trends, analyzing the complaint data, analyzing the workforce, demographics and other relevant information, and developing online questionnaires.

She holds a Masters in Economics and Bachelors in Economics and Accounting.



E4: Investment Fundamentals Universal F Room

Focuses on myths of investing, allocation models, tax deferral, bonds, mutual funds, and dollar cost averaging. It provides inexperienced investors with basic information that will help them start an effective investment program. Seminar participants will learn the fundamentals they need to begin investing for financial success.



James A. De La Torre, CRPC
Principal, FedAdvantage

James De La Torre has over 26 years counseling federal employees on financial matters and intricacies of their federal benefits and retirement systems. Jim has conducted federal benefit and financial planning seminars in all 50 states and is an active presenter at federal conferences and professional associations in the area of financial/retirement planning and federal benefits. Jim has appeared on the radio show



Workshop E

Wednesday, May 11, 2016 1:45 PM-3:15 PM

“Fed Talk” and is an active participant in the federal employee blog “Federal Soup.” Jim is the founder and president of his own firm, FedAdvantage. He holds a Charter Retirement Planning Counselor (CRPC) professional designation from the College for Financial Planning and is a member of The Financial Planning Association (FPA).

E5: Communicating for Personal & Professional Success 1 **Palm Beach Room**

This workshop focuses on making effective interpersonal communication skills into a habit, integrating them into your professional and personal lives. The skills and tips taught in this workshop will help you improve your listening and observation skills, diplomacy and tact, credibility, and conflict resolution skills. The desired outcome of this workshop is to improve students' interpersonal communication skills to become more successful professionals positioned to aggressively advance their career. These skills can also be applied in your personal lives to improve your quality of life through better communication and conflict resolution strategies.



Elizabeth El-Nattar
CEO, TRI-COR Industries, Inc

Elizabeth El-Nattar is currently the CEO of TRI-COR Industries, Inc. (TCI). She leads the long term strategy and culture transformation to continuously drive the success of her clients, employees, and community. She also partners closely with the senior leadership team to formulate TRI-COR's operations strategy and deliver results in all aspects of the business. She is an active life time member of FAPAC supporting its mission to promote equal opportunity and cultural diversity for APAs within the Federal and District of Columbia governments.

Elizabeth is a transformational leader with 22 years of experience working in the IT industry. She has focused the last 10 years of career on culture transformation, strategic planning, technology innovation and human capital management. She has held a wide variety of executive leadership positions across the Telecommunications, Hosting, and IT consulting industries since 2000. Prior to her leadership career, she held multiple

technical positions in systems, network and software engineering roles in both the private and public sectors. She holds a B.S. in Information Systems, MBA, and a Doctorate ABD in Leadership studies.



Workshop F

Wednesday, May 11, 2016 3:30 PM-5:00 PM

F3 EEO Essentials for Managers & Supervisors Universal E Room

Frustrated by the specter of EEO complaints and requirements? Unsure of what you should do to avoid or deal with a complaint? This workshop is for you. Focusing on what a manager should know and consider before, after, or even whether an EEO complaint is filed, this session takes a broader view of EEO and EEO complaints as it relates to a manager's perspective. While reviewing basics of EEO process and law, the workshop discussion is designed to go beyond the basics to look at motivations and best practices for managers that results not only in better EEO issue outcomes, but better management practices in general.

Timothy Bladek Attorney Advisor/Outreach Coordinator, Office of Federal Operations, EEOC.

Mr. Bladek is an Attorney Advisor in EEOC's Office of Federal Operations (OFO), where he has served the Commission since 1999. An experienced presenter of a wide range of substantive areas of EEO law and practice, Mr. Bladek is currently the Outreach Coordinator and lead presenter for OFO's Federal Training and Outreach Division. In addition to his current assignment, he has served in a number of other OFO positions, including Attorney

Advisor to the Director of Federal Sector Programs, Coordinator of OFO's "Relationship Management" program, and writing attorney in OFO's Appellate Review Program. Prior to his work at the Commission, Mr. Bladek was an attorney at the Merit Systems Protection Board and in private practice, and received his J.D. from Georgetown University Law Center. Mr. Bladek is a member of the Bar in the District of Columbia and the State of Maryland.



F4: Four Generations in the Workplace Universal F Room

Perspectives and an exercise on managing a multigenerational workplace.



John M. Robinson Director of the Office of Civil Rights and Chief Diversity Officer, Dept of State

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. He served in a similar role for the Internal Revenue Service from 2001 to 2005. Robinson was Senior Policy Advisor to the Secretary of the Department of Energy (DOE) from 1999 to 2001. There he was responsible for workplace and worklife improvements - i.e.



Workshop F

Wednesday, May 11, 2016 3:30 PM-5:00 PM

employee relations, EEO reform, improving management practices, leadership development, labor relations, health and fitness, and community outreach.

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). Prior to federal service, Robinson served in the Rhode Island Governor's Cabinet as Director of the RI Department of Employment and Training from 1991 to 1993. He was a senior dean at Brown University before joining state government and held various administrative positions in higher education from 1973 to 1990. A Vietnam-era veteran, he served as a naval officer aboard a destroyer and an ammunition ship, and earned the Navy Commendation Medal. A graduate of Brown University, Mr. Robinson holds a Masters degree from Tuskegee University and completed programs at the Center for Creative Leadership, the Federal Executive Institute, and the Harvard Institute for Education Management.

F5: Communicating for Leadership Success, Part 2 **Palm Beach**

This workshop focuses on developing business communication skills that will empower professionals to influence and lead regardless of their title.

There is a strong emphasis on roles of email and virtual communication, presentation, team communication and collaboration, motivational techniques, authenticity, and transformation and change management play in leadership success. These skills are often taken for granted by even senior managers; therefore, manager participation in this workshop is encouraged. The desired outcome of this workshop is to teach the communication skills that are foundational to becoming an effective leader. Students can learn, retain and apply these skills to advance their career and provide positive influence to their co-workers, peers, employees, superiors, family and friends.

Elizabeth El-Nattar **CEO, TRI-COR Industries, Inc**

Elizabeth El-Nattar is currently the CEO of TRI-COR Industries, Inc. (TCI). She leads the long term strategy and culture transformation to continuously drive the success of her clients, employees, and community. She also partners closely with the senior leadership team to formulate TRI-COR's operations strategy and deliver results in all aspects of the business. She is an active life time member of FAPAC supporting its mission to promote equal opportunity and cultural diversity for APAs within the Federal and District of Columbia governments.

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Workshop G

Thursday, May 12, 2016 1:45 PM-3:15 PM

G3: Satin Leadership Universal E Room

Asian Americans are vigorously raising their profile in the public and private sectors. We will focus on the skills necessary to make the maximum impact in community development and civic engagement. Leaders, young and not so young need to develop specific leadership skills to increase their effectiveness and success in grassroots politics and community activity. Successful leadership requires a total skill set.



Chiling Tong
CEO/Founder, ILF

Chiling Tong is the Founder and Chief Executive Officer of the International Leadership Foundation (ILF). She is also an Ash Center Research fellow at the Harvard Kennedy School. The ILF promotes the civic awareness, public service and economic effectiveness of the Asian Pacific American (APA) community. Its mission is to develop young leaders in the United States and other

Pacific Rim countries in the fields of public service, entrepreneurship and the international arena through a network of business and community leaders.

Tong has intensive domestic and international experience in economic and business development, with a focus on researching and enhancing the growth of small minority business enterprises competing in the global market. She was the Chief of Staff and Associate Director at the Minority Business Development Agency and later served as the Deputy Assistant Secretary for Asia and the Pacific at the International Trade Administration, in the Department of Commerce. Tong was a member of the President's Advisory Commission on Asian Americans and Pacific Islanders during the Bush Administration and a member of the US Department of Commerce's National Advisory Council of Minority Business Enterprises during the Obama Administration. In 2015, Ms. Chiling Tong was appointed by Senator Mitch McConnell (R-KY) to the Board of Directors of the U.S. Congress Congressional Award for young leaders.



G4: Climbing the ladder to Career Success Universal F Room

Participants will learn how to develop a self-assessment of their career; identify possible barriers that may prevent them from moving forward in their career; identify career goals and aspirations to develop a career goal statement, and will discuss the importance of a career learning plan, the importance of a mentor, coach, and sponsor. They will also receive valuable leadership tips. Participants are required to bring a pen/pen.



Cynthia D. Dunn
Director, Equity, Diversity and Inclusion (EDI), IRS

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



Workshop G

Thursday, May 12, 2016 1:45 PM-3:15 PM

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 Lifetime member of the Federal Asian Pacific American Council (FAPAC). She also holds life memberships with the following organizations: Blacks in Government (BIG), Society of American Indian Government Employees (SAIGE), and Federally Employed Women (FEW).

**G5: The Merit System Principles:
Guiding the Fair and Effective
Management of the Federal
Workforce
Palm Beach Room**

The Merit System Principles (MSPs) specify actions that should (or should not) be taken to produce the desired outcomes of treating employees and applicants fairly in all aspects of their careers, protecting the rights of employees, and promoting the effective and efficient use of Federal resources. In order to be successful, all leaders should manage in accord with the MSPs. This session examines the meaning and intent of each Merit System Principle and why they are important. We will

also discuss the findings and recommendations from the U.S. Merit Systems Protection Board's research into best practices for upholding the Merit System Principles, as well as provide a summary of current agency training practices regarding the MSPs and employee perceptions regarding their agency's success upholding the MSPs.



Cynthia H. Ferentinos, Ph.D.
Senior Research Psychologist, U.S.
Merit Systems Protection Board

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 the fair and equitable treatment of Federal employees, longitudinal trends in Federal employee opinions, and pay for performance compensation systems. During her Federal career, Dr. Ferentinos has also been employed with U.S. Customs and Border Protection, the Federal Aviation Administration and the

U.S. Army Research Institute. Dr. Ferentinos is a member of the American Psychological Association (APA), the Society for Industrial and Organizational Psychology (SIOP), and the International Public Management Association for Human Resources (IPMA-HR). She earned her Ph.D. in Industrial-Organizational Psychology.



Workshop H

Thursday, May 12, 2016 3:30 PM-5:00 PM

H3: Conflict Management: Causes, Effects & Managing Discord Universal E Room

No one is immune to conflict. As a leader dealing with an array of complex issues, balancing priorities, vying for resources, and managing expectations, you are bound to deal with conflict in the workplace. Although conflict may have a negative perception, conflict has positive benefits. Depending on your approach to conflict, the outcome could be effective or detrimental. This presentation will cover causes and effects of conflict, showcase conflict management styles, provide tools for you to add to your leadership toolkit, provide opportunities for introspection to determine your conflict management style, and provide options that are most effective for positive interaction and resolution.



Cyrus Salazar Director, Office of the Assistant Secretary for Civil Rights / Early Resolution and Conciliation Division

Cyrus Salazar serves as the Director of the Early Resolution and Conciliation Division within the Office of the Assistant Secretary for Civil Rights at the United States Department of Agriculture. In this capacity, he oversees the USDA alternative dispute resolution (ADR) policy for employment and program disputes. Mr. Salazar joined the USDA from the Department of the Air Force where he served as the Deputy Director of Air Force Equal Opportunity. In this capacity, he developed and administered Air Force-wide policy regarding military and civilian requirements for over 300,000 Airmen. His duties included developing and overseeing policy for complaint processing, equal opportunity training, and organizational climate assessments. Mr. Salazar also served as an adjunct faculty, teaching equal opportunity and ADR curriculum at the Defense Equal Opportunity Management Institute and at Maxwell AFB.

Prior to this assignment, Mr. Salazar served as the Director of Equal Opportunity at the Air Force Nuclear Weapons Center at Kirtland AFB, New Mexico where he led the military and civilian

equal opportunity programs and the ADR program. In February 2011, through the Civilian Expeditionary Workforce, Mr. Salazar deployed in support of Operation New Dawn to serve as an advisor with United States Forces – Iraq.

H4: Why Mentoring Matters Universal F Room

This workshop will give participants an overview of the value of both formal and informal mentoring. It will provide an understanding of the impact mentoring can have on the diversity of an organization's leadership structure. Workshop participants will gain enhanced knowledge of the procedures required to manage effective mentoring relationships.



Kenneth M. Bailey Chief Diversity Officer, Office of Diversity and Civil Rights, ICE

Kenneth M. Bailey joined the U.S.

Workshop H

Thursday, May 12, 2016 3:30 PM-5:00 PM

Immigration and Customs Enforcement's Office of Diversity and Civil Rights as the Chief Diversity Officer in August 2011, overseeing the agency's Strategic Recruitment, Model Workplace, Disability, Special Emphasis and Outreach programs.

He is a retired enlisted Army combat veteran and Equal Opportunity Advisor with more than 23 years of military service who began his Federal civil service career in 2006 with the U.S. Nuclear Regulatory Commission in Rockville, MD. He served as the Senior Affirmative Employment and Diversity Specialist. His responsibilities included, but were not limited to: providing Diversity & Inclusion training and consulting, oversight of the agency's Special Emphasis Programs, Equal Employment Opportunity (EEO) Advisory Committees, and the agency's Facilitated Mentoring Program.

Mr. Bailey is a results oriented change agent and leader in the fields of EEO, Diversity & Inclusion, leadership and organizational development and has helped to increase individual and organizational efficiency. He has spoken and presented at many organizations, conferences and on broadcast radio on a variety of subjects.

H5: Leading Across Generations
Palm Beach Room

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.



John W. Burden
Chief Diversity Officer and
Director, Office of Civil Rights,
DOI

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.





Congratulations to the FAPAC 2016 Leadership Training Workshop and commitment to public service

ILF is proud to be a partner with the Federal Asian Pacific American Council (FAPAC). The ILF promotes civic awareness, public service and economic prosperity of the Asian American and Pacific Islander (AAPI) community and develops young leaders in the U.S. and other Pacific Rim countries in the fields of public service, entrepreneurship and the international affairs through a network of business and community leaders.



Leadership



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Next Generation

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Executive Coaching

Wednesday, May 11, 2016 1:45 PM-5:00 PM
Seminole Room

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.

Please sign up for coaching sessions at the Registration Desk.

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2. Cindy Dunn , IRS	Workshops C4 & G4	Page 56
3. Courtney Wilkerson , FAA	Plenary P3A	Page 46
4. John Burden , DOI	Workshops H5	Page 67
5. John Robinson , State Department	Workshop F4	Page 62
6. Mamie Mallory , FAA	Plenary P3A	Page 47
7. Michele Merkle , FAA	Plenary P1A	Page 41
8. Dr. M. Qureshi , USDA	Workshops F2, G2, H2,	Page 55
9. Peter Sung Ohr , NLRB	Civilian Awardee	Page 38
10. Sharon Wong , OPM	Plenary P3B	Page 48
11. Dr. Surendra Singhal , NASA	Workshops F2, G2, H2	Page 55

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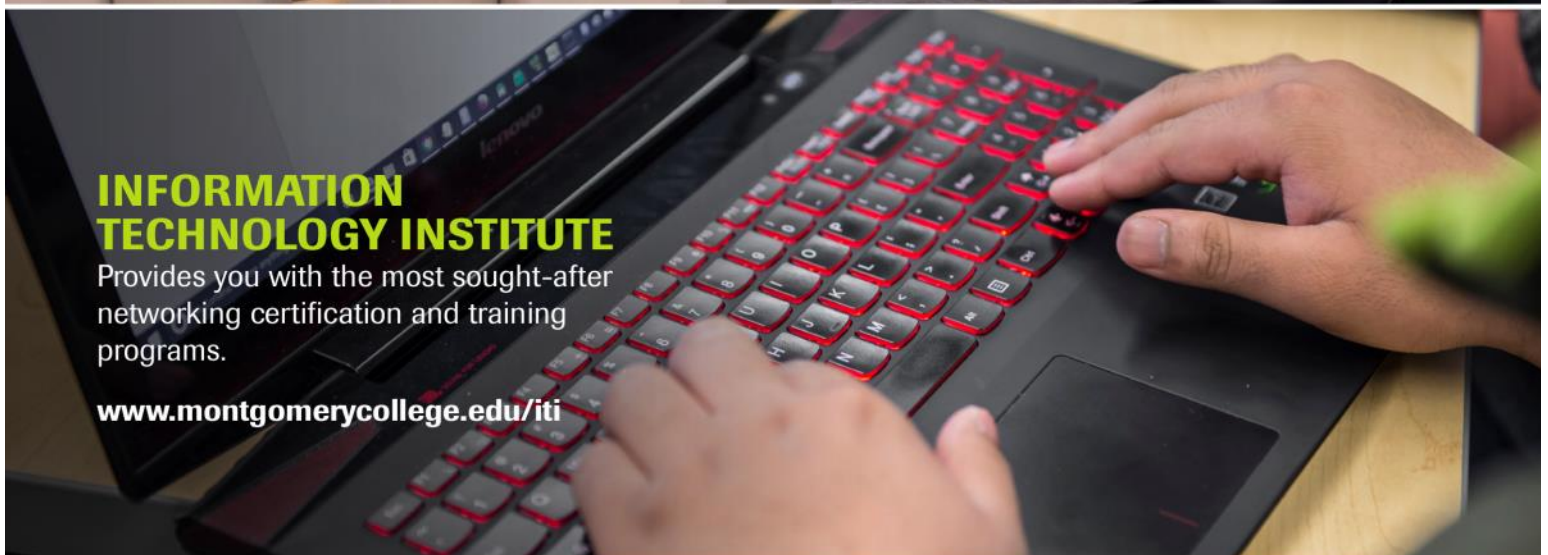
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Student Pathway: A Federal Career Path

Wednesday, May 11, 2016 1:45 PM-5:00 PM

Pinellas Room

Student Career Development Seminar

- Working for the Federal Government and Life in the Public Sector
- Why you should consider a career with the Federal Government?
- Who should consider a career with the Federal Government?
- How do you get a Federal Job? Student Recruitment Programs, Internships, Volunteer Programs, etc.

Career Fair

Meet with Recruiters from various agencies from USDA, Law Enforcement Agencies, Intelligence Community, FAA, Coast Guard, State Department, DoD, VA, DOJ, TSA and More



Wednesday May 11, 2016
1:45 PM – 3:15 PM

A Federal Career Panel – Insight into Federal Careers as Public Servants

The federal government has an impact on the lives of every American. If you are interested in making a difference and building a rewarding career then pursuing a career in the federal government might be right for you. This session will feature panelists from (list various agencies) who will share their experiences working in the federal agencies.

Wednesday May 11, 2016
3:30 PM – 5:00 PM

Federal Employment – The Pathways to Federal Employment

Working as a Federal Employee is a rewarding experience with many opportunities for individual development as well as serving our communities. The Pathways Programs offer clear paths to Federal internships for students from high school through post-graduate school and to careers for recent graduates, and provide meaningful training and career development opportunities for individuals who are at the beginning of their Federal service.

Finding and applying for these

great jobs can seem daunting. In this session, we will take the mystery out of USAJOBS.gov. Students will learn about the application process from start to finish, as well as learn about the opportunities afforded current students and recent college graduates, resume writing, and interview tips.





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*A New Day
for the Civil Service*

Veterans Program

Wednesday, May 12, 2016 1:45 PM-5:00 PM

Sarasota Room

Don W. Murphy
Director, Cape Canaveral National Cemetery

Don W. Murphy was named Director of the Cape Canaveral National Cemetery, effective Nov. 2, 2014. He is responsible for all burial, maintenance and administrative operations at the new cemetery. Prior to this assignment, Mr. Murphy was the Deputy Director of Memorial Programs Service (MPS) in Washington from April 2014. He held the title of Chief of Operations from March 2006 before it was re-designated as Deputy Director.

As Deputy Director, he was responsible for the daily operations of the worldwide Headstone and Marker Program, with headquarters in Washington and satellite offices in Knoxville and Nashville, Tennessee; Fort Leavenworth, Kansas; Elwood, Illinois; and St. Louis.

Mr. Murphy is a U.S. Army Veteran. He served with the 101st Airborne Division during Operations Desert Shield and Desert Storm.

Elaine Westermeyer
Veterans Benefits Counselor
VA Regional Office

Elaine Westermeyer is a Veterans Benefits Counselor and Outreach Coordinator for the VA Regional Office in St. Petersburg, Florida. As a representative for the

Veterans Benefits Administration (VBA), she participates in benefits fairs, military service events, homeless stand-downs, conducts briefings, and works one-on-one with veterans and family members throughout the claims process. She has been employed with the VA for 12 years. During her service in the U.S. Navy from June 1985 to May 1998, she was a Cryptologic Technician and Navy Career Counselor; achieved the rank of Petty Officer First Class. Her assignments included tours in Guam, Italy, Okinawa, and Florida. She holds a Bachelor's degree in Business Management with minors in Psychology and Sociology.

Edwin Wayne Johnson
Minority Veterans Program Coordinator
Orlando VA Medical Center

Edwin W. Johnson was assigned as the Minority Veterans Program Coordinator, Orlando VA Medical Center in June 2006. He currently serves as the Minority Affairs Specialist for the Orlando VA. Previously, Mr. Johnson worked for Dearborn Electronics in Winter Springs where he worked on several contracted defense projects. He served 21 years in the Army Air Defense Corps, and retired as a Chief Warrant Officer 3 in October 1994.

Annie Artis, CESP
Veteran Community Employment Coordinator
Orlando VA Medical Center

As the Veteran Community Employment Coordinator (VCEC) at the Orlando VA Medical Center, **Annie Artis** serves six counties across Central Florida and is committed to connecting veterans and employers. She joined the Orlando VA Medical Center in 2012 after serving as a Disabled Veteran Outreach Program Specialist (DVOP) with the Department of Labor. She is the coordinator of one of the largest Homeless Veteran Hiring Events in Central Florida.

Annie Artis was born and raised in Pennsylvania, where she joined the United States Army and was deployed to Saudi Arabia for Operation Desert Storm.



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NCEPS strives to positively influence the Government's service to, and inclusion and equitable treatment of women, people of color, people with disabilities, Lesbian, Gay, Bisexual and Transgender (LGBT) individuals and communities, and immigrants.

NCEPS is composed of the elected officers of the following organizations: National Image, Inc.; Society of American Indian Government Employees, Federally Employed Women, Blacks In Government, Federal Employees with Disabilities, FedQ, and the Federal Asian Pacific American Council.

National Image, Inc.



SAVE the DATE

44th Annual National Training Program Sept. 12 – 16, 2016

Program Highlights

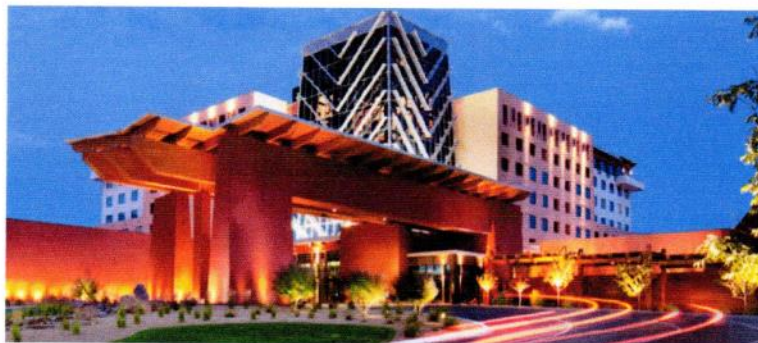
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The NTP accomplishes its mission by developing networking opportunities to improve the quality of life for attendees both personally and professionally. Attendees are encouraged to take knowledge learned and share new skills with their management and peers.

ABOUT US

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CONTACT US



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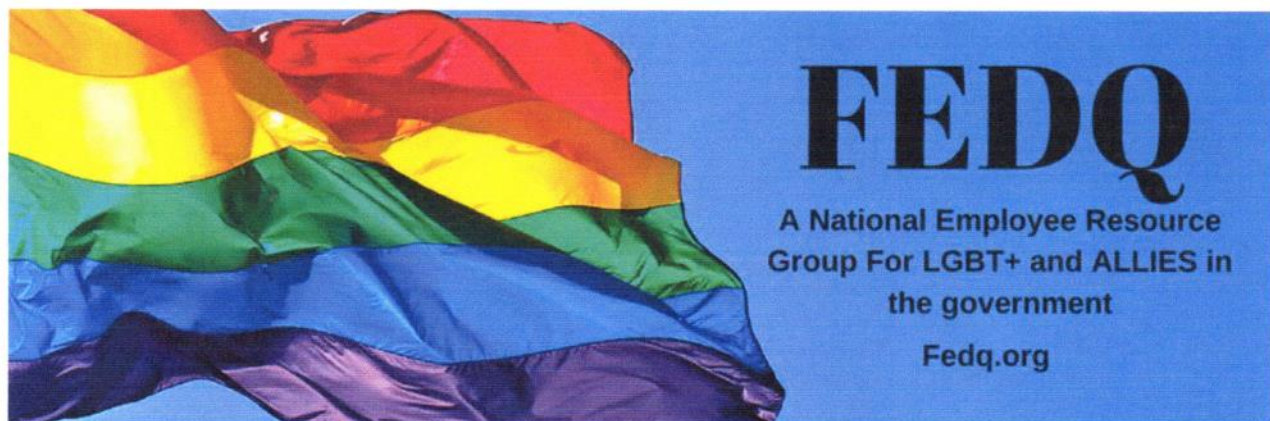
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