

Federal Asian Pacific American Council

FAPAC

**36TH NATIONAL LEADERSHIP TRAINING PROGRAM
ADVANCING LEADERS THROUGH
PURPOSE-DRIVEN SERVICE**

MAY 25-27, 2021



ADVANCING LEADERS THROUGH PURPOSE-DRIVEN SERVICE

May 25-27, 2021



FEDERAL ASIAN PACIFIC AMERICAN COUNCIL

FAPAC

36th National Leadership Training Program

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THEME

The Theme for the observance of Asian American Pacific Islander (AAPI) Heritage Month in May 2021 is "Advancing Leaders Through Purpose-Driven Service". This year's theme is the first of our "Advancing Leaders" theme campaign and focuses on diversity, inclusion, and leadership to advance the AAPIs in the Federal and DC governments.

ABOUT FAPAC

The Federal Asian Pacific American Council (FAPAC) was founded in 1985. FAPAC is a non-profit, 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 AAPIs within the Federal and District of Columbia governments. FAPAC encourages the participation and advancement of AAPIs 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 AAPIs 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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AGENDA AT A GLANCE

Workshop Tracks

Breakout A (1-4): Military

Breakout C(1-4): Career Development

Breakout B (1-4): D&I/HR/EEO Practitioners Breakout D (1-4): Personal Development

Plenary Sessions (P1-P6)

TUESDAY, MAY 25

Opening Ceremony

Mistress of Ceremonies:	Elaine Keltz, <i>Producer/Podcast Host</i>
Welcome Remarks:	Peter M. Nguyen, <i>FAPAC President</i>
Special Remarks:	Judy Chu, <i>US Congresswoman, CA-27</i>
Special Remarks:	Mark Takano, <i>US Congressman, CA-41</i>
Special Remarks:	Raja Krishnamoorthi, <i>US Congressman, IL-8</i>
Keynote:	Ambassador Katherine Tai, <i>United States Trade Representative</i>
Special Remarks:	David Turk, <i>Deputy Secretary of Energy</i>
Special Remarks:	Steve Dickson, <i>Administrator, Federal Aviation Administration (FAA)</i>
Special Remarks:	Ali Bahrami, <i>Associate Administrator for Aviation Safety, FAA</i>
Closing Remarks:	Katherine Toth, <i>FAPAC Vice President of Operations</i>

P1: The Purposeful Professional: Leverage Purpose through Process, Positioning, and Promotion

Vu H. Pham, Ph.D, *Chair, Elevate*

P2: Purposeful Leadership - Executive Women's Leadership Forum with Live Q&A

Moderator: Minh Nguyen, Ph.D, *FAA*

Panelists: Mary Beth Koelbl, *NASA*; Trina Dutta, *SAMHSA*; Penny W. Burgoon, PhD, *NIH*; Valerie Cofield; and Mimi Timmaraju, *OPM*

A1: Agile Leadership in Times of Crisis

Colonel Thomas Matelski, *ARMY*

B1: The Art of Inclusive Leadership

Glorimar Maldonado, *USPTO*

C1 : Achieving Human Connection in Leadership

Rosimar Hernandez, *VA*

D1: Building Your Purpose Driven Federal Network

Mary Allen Lausman, *VA*

AGENDA AT A GLANCE

A2: Building Adaptive Leadership to Overcome Adversity

Colonel Mike Loos (retired), *VP Public Sector Client Engagement, Dataminr*

B2: Facts About Title VII Protections with Live Q&A

Patricia McMahon, *EEOC*

C2: Strategic Planning for IDPs: Charting the Way for Successful Career Progression

Robert M. Baggett, *USDA*

D2: Thriving with Resilience with Live Q&A

Aditya Arya, *FPN, BC, MSN, VA*

WEDNESDAY, MAY 26

P3: Purpose Driven Leadership to Maximize Healthcare Operations

Dr. David Omura, *VA*

A3: Creating Strategic Thinkers & Change Agents in DOD

Lt .Col Arnel P. David, *US Army*; Dr. Radha Iyengar, *Deputy Secretary of Defense*

B3: Personal Leadership with Live Q&A

Leth Oun, *Secret Service*

C3: FutureWork: Career Success Strategies to Stay Predictive in a Fast-Shifting World

Vu H. Pharm, Ph.D., *Elevate*

D3: Financial Literacy and Wellness

Steve Niu, *OPM*

P4: Leadership Forum- Purpose Driven Service in a Diversity, Equity and Inclusion (DEI) Environment (DOD)

Panelists: Major General Antonio Aguto, Major General Viet Xuan Luong, Major General Suzanne Vares-Lum, Major General Garrett S. Yee, and Brigadier General Matthew Van Wagenen

Uniformed Services Awards Ceremony

Mistress of Ceremonies:

Irene Wuchner, *U.S. Air Force*

Chaplain:

Major Craig H. Nakagawa, *U.S. Air Force*

DoD Greetings:

Matthew H. Swartz, *U.S. Fleet Forces Command*

Special Keynote:

Kathleen Hicks Ph.D., *DoD*

Keynote:

Major General Diana M. Holland, *USACE*

Awards Opening Remarks:

Stefanie Tompkins, *DARPA*

Uniformed Services Awards Presentation:

Peter Nguyen, *FAPAC President*

Awards Closing Remarks:

Giao Phan, *NAVSEA*

DoD Special Remarks:

Clarence Johnson, *DoD*

Closing Remarks:

Fahmida Chhipa, *FAPAC Vice President*

P5: Diversity, Equity, Inclusion (DEI), and Accessibility in a Government Workforce (OPM)

AGENDA AT A GLANCE

THURSDAY, MAY 27

Panelists: Mini Timmaraju, Tiffany Worthy, Jason Tengco, and Theo Chang

A4: Fostering an Innovation Culture In Government

Colonel (R) Ross T. Guieb, *Texas A&M Engineering Experiment Station*

B4: DEI-What is your Leadership DEAL? - with Live Q&A

Sheila N. Miller, *MHA, FACHE, VA*

C4: The Power of Partnership - Finding Mentors & Working towards Sponsorship with Live Q&A

John Sporing, *ALWD/Engage*

D4: To Achieve: Remember your ABCs

Kristen Sensabaugh, *Agilent*

P6: Diversity Equity & Inclusion (DEI) in an Intelligent World (Intelligence Community) with Q&A

Live

Moderator:: Anish Bhatt, *ODNI*

Panelists: RDML Andrew M. Sugimoto, *USCG*; Dr. Roy C. Pettis Jr., *ADNI/AP&F*; Anjuma Karkera, *NGA*; Cynthia J. Mendoza, Ph.D., *U.S. Department of State*; and Daniel Wang, *Director of CIA Labs*

Civilian & Scholarship Awards Ceremony

Mistress of Ceremonies:	Mary Allen Lausman, <i>Program Committee Co-Chair, FAPAC</i>
Welcome Remarks:	Peter Nguyen, <i>FAPAC President</i>
Welcome Greeting:	Governor Lou Leon Guerrero of Guam
Keynote:	Jocelyn Samuels, <i>EEOC</i>
Special Remarks:	Dr. Michael Chiang, <i>NIH</i>
Civilian Awards Presentation:	Peter Nguyen
Scholarship Award Presentation:	Elaine Chao, <i>former Secretary of Transportation (DOT)</i>
Special Remarks:	Kenneth Bailey, <i>NOAA</i>
Closing Remarks:	Olivia Adrian, <i>Immediate Past President, FAPAC</i>



Congratulations to all
Uniformed Services, Civilian, and
Scholarship Award
Recipients!

AGENDA AT A GLANCE

VETERANS PROGRAM- WEDNESDAY MAY 26

Veterans Opening Greeting

Harvey Johnson, VA

V1: Employment Services

Christopher Collins, VBA

V2: Using Telehealth to Connect with Veterans

Keith J. Myers, PT, DPT, MBA, VRHRC-GNV

V3: Whole Health: It's All About YOU!

Laurie Reisman, NF/SG Veterans Health System

V4: VBA 101 Benefits And Services

Raymond Wall, VA

V5: The Role Of Recreation/Creative Arts Therapy In The Healing Process

John R Mikula, MA, CTRS, CSCS, EP-C (ACSM), TRX, LVCYT,
North Florida/South Georgia Veterans Health System



STUDENT PROGRAM - THURSDAY MAY 27

Interview with Raja Chari, NASA Astronaut and Indian-American

Student Panel A: Science, Technology, Engineering, and Mathematics (STEM)

Panelists: David Wei, Ph.D, FDA; Riya Dange, NIH;
Liling Lee, BLM; and Amy Huynh, University of California, Irvine

Student Panel B: Humanities and Business

Panelists: Catherine Yu, NIH; Brian Buhr, MMS, FEC; Rebecca Soo, University of California, Berkeley;
and Elizabeth San, Naval Acquisitions Development Program

Student Panel C: Off the Beaten Path

Panelists: Caroline Goon, MS, MBA, NIH; Arshya Gurbani, MA, NIH; Paul McClelland, MD, NIH;
and Judie Kuo, Stonewater, LLC

Finding Your Fit: Internships & Entry-Level Jobs for Students

Glorimar Maldonado, USPTO

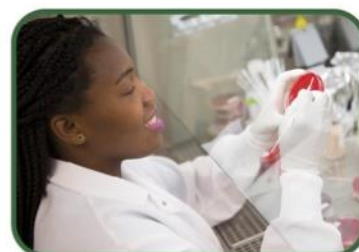
Live Q&A: *Finding Your Fit*





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Congratulates FAPAC on an Outstanding Virtual National Leadership Training Program!



PRESIDENT'S MESSAGE



On behalf of FAPAC and all our members, it is my distinct honor and privilege to welcome you to FAPAC's 2021 virtual National Leadership Training Program (NLTP). I want extend my most sincere appreciation and gratitude to all our dedicated FAPAC members who made this conference possible; especially the Conference Co-Chairs Fahmida Chhipa, Katherine Toth, Kevin Le, and Thong Vu as well as the National Board of Directors (NBOD) and the entire volunteer team. This year's theme is "Advancing Leaders Through Purpose-Driven Service". The Conference Committee has put together a fabulous training program with seasoned presenters from across the federal government offering workshops in leadership development, communications, networking and civil rights to benefit every attendee. I am confident that you will find many workshops and plenaries, made available by our esteemed panel of presenters and instructors that will advance your career with a purpose-driven benefit.

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 Asian-American and Pacific Islander (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 whose we represent. 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. It is through the many speakers and workshops we offer at the NLTP that we'll learn from each other, collaborate, and prepare to go out and fulfill FAPAC's mission: To increase awareness of the APA representation at all levels of the government workforce. Inclusion and diversity represent the vision and mission of FAPC externally and internally. I invite all in attendance at this year's virtual National Leadership Conference to consider a more active role in FAPAC; its work and programs.

Maintaining a totally volunteer organization, FAPAC is in the forefront to provide cost-effective training for federal employees and managers, a significant contribution in the age of austerity. The NLTP represents the keystone of FAPAC's commitment of service to its members and the entire AAPI community in Federal Government. As President of FAPAC and with the support of the FAPAC NBOD, I am committed to not only continuing the Leadership Training Program, but also to raising awareness and visibility of the AAPI community in government through FAPAC.

My warmest welcome to you and my sincere hope that you find this conference most beneficial and rewarding and many thanks to our many volunteers, sponsors and supporters for their continued commitment and support to FAPAC and its members, and make a big difference in the lives of the APAs in the civil service and military.

Warmest Regards,

A handwritten signature in black ink, appearing to read "Peter Nguyen".

Peter Nguyen

FAPAC National President



Help Make a Difference in Rural America

USDA Rural Development invests in rural communities: because when rural America thrives, all America thrives. Whether working with homeowners, small business owners, Tribal leaders, or rural communities, as an Asian American, Native Hawaiian, or Pacific Islander (AANHPI) you can bring something special to a team that makes a positive difference in the lives of rural Americans.

"The American story as we know it would be impossible without the strength, contributions, and legacies of AANHPIs who have helped build and unite this country in each successive generation." — President Joe Biden

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CONFERENCE CHAIRS' MESSAGE

On behalf of the FAPAC Conference Committee, Officers, volunteers, and partners, we welcome you to the 36th Annual National Leadership Training Program (NLTP). This is also FAPAC's first VIRTUAL NLTP.

This year's theme is Advancing Leaders Through Purpose-Driven Service. The 2021 theme is the start of the new theme series for the next four years highlighting FAPAC's efforts in "Advancing Leaders". Purpose-driven service creates a positive culture of intimacy, empowers leaders who believe in leading with values, offers frequent encouragement and feedback, and puts employees first.

As this year's conference chairs, we bring you a dynamic and robust program with new speakers that will inspire and empower federal employees and in particular, the Asian Americans and Pacific Islander (AAPI) demographic to further professional and personal growth.

Purpose-Driven Service is what compels FAPAC's committed volunteers, supporters, sponsors, partners, presenters, and committee members to create a strong program this year for attendees. The countless hours our hardworking volunteers have contributed does not go unnoticed and we thank every volunteer for being part of another successful training program. This year there has been an increase of new volunteers from many federal agencies.

FAPAC would like to thank the members of Congress, Agency Secretaries, senior agency leaders, military dignitaries, as well as the Governor of Guam for making time in their busy schedules to support the 36th National Leadership Training Program.

FAPAC is deeply grateful for the long-standing support of our partners including the EEOC, OPM, the Intelligence Community, NOAA, FAA, DOD, DOE, NASA, USDA, DOT, DOJ, DOI, NIH, VA, Treasury and others. FAPAC is also grateful for the years of support from our corporate sponsors like Blue Cross Blue Shield. FAPAC relies on and is grateful for long-term partnerships built and cultivated over many years.

Finally, we would like to thank all of you, our attendees, for your willingness to participate in this inaugural virtual version of the FAPAC's National Leadership Training Program. Your resilience and adaptability in these challenging times is greatly appreciated. We look forward to seeing you next year at the National Conference Center in Leesburg, VA.

Sincerely,

Katherine Toth, Fahmida Chhipa, Kevin Le, Thong Vu



Katherine Toth



Fahmida Chhipa



Kevin Le



Thong Vu

NATIONAL BOARD OF DIRECTORS



PRESIDENT

PETER M. NGUYEN (FAA)

Peter M. Nguyen serves as the manager for the Office of Finance and Management Organization at the FAA. He is responsible for managing the Integrated Services Branch, the Information Technology and Information Systems Security management for various agency level Investment Decision-Making processes in support of the Executive Secretariat of the FAA Senior Executives Joint Resources Council. Mr. Nguyen is very active with APA organizations. He was the past President for the FAA National Asian and Pacific American Association (NAPA) representing over 2000 members nationwide. He previously served as the Program Committee Chair and the Scholarship & Internship Committee Chair for FAPAC.



VICE PRESIDENT

FAHMIDA CHHIPA (USDA)

Fahmida Chhipa serves as an Equal Employment Opportunity Assistant at the Department of Agriculture's National Agricultural Statistics Service (NASS). As part of her duties, she manages all Special Emphasis Programs (SEP) within NASS and guides the SEP Managers in their collateral duties. Since joining FAPAC in 2012, Fahmida has served as the Executive Secretary for four years and as the President of the FAPAC-USDA Chapter. In 2007, she was elected as one of the Board of Directors and served for four years in that capacity. Fahmida is the recipient of the FAPAC's 2015 Outstanding Individual Leadership Award. Born in India and raised in Northern Virginia, Fahmida is happily married and a proud mother of three adult boys.



VICE PRESIDENT FOR OPERATIONS

KATHERINE TOTH

Katherine Toth has facilitated Diversity and Inclusion Dialogues for several years and currently serves as FAPAC's Vice President of Operations (VPOO) .



VICE PRESIDENT FOR FINANCIAL MANAGEMENT

KEVIN T. LE (FAA)

Kevin T. Le was the previous FAPAC Treasurer and has been an active member of FAPAC for many years. In addition to his dedication and tremendous contribution to FAPAC, he has a strong background in budget, finance and accounting. He has been the treasurer for his church for many years and was the former President of the FAPAC FAA Chapter.



VICE PRESIDENT FOR TECHNOLOGY & MEDIA COMMUNICATION

THONG VU (FAA)

Thong Vu is a Website Design Engineer for The Joint Resources Council (JRC) Branch at Federal Aviation Administration (FAA). Mr. Vu has been a Lifetime Member and an official photographer for FAPAC since 2014. He is also a board member of National Asian & Pacific American Association (NAPA) to support the development of all FAA employees.



EXECUTIVE SECRETARY

EVA NGAI (FAA)

Eva Lee Ngai is a spokesperson for the Federal Aviation Administration in the agency's Office of Communications. Previously, she was a Public Information Officer at the U.S. Small Business Administration's Washington Metropolitan Area District Office. Her first job in the federal government was to set up an internal website for the U.S. Department of Transportation employees with new daily content under Secretary Ray LaHood. Before her public service career, she helped launch USA TODAY's website and held various positions at the nation's newspaper and other Florida newspapers. She has a Masters in Science from Columbia University's Graduate School of Journalism.

NATIONAL BOARD OF DIRECTORS



TREASURER

MARINA MILTON (TREASURY)
Marina Milton, Treasurer of FAPAC, is a Certified Public Accountant (CPA). She was the Vice President for 2016-2018 and Conference Chair for FAPAC's 2017 National Leadership Training Program (NLTP). Marina previously served as the Program Committee Chair and was the Workshop Coordinator for FAPAC's NLTP for many years. Marina is very active in AAPI community. She was the past National President of the IRS' Asian Pacific Internal Revenue Employees (ASPIRE) organization and the past Treasurer of the Asian American Government Executives Network (AAGEN).



REGION 3 DIRECTOR

LIEN MOORE (NASA)

Lien Moore is a Software Engineer at NASA's Marshall Space Flight Center. She is a founding member of the FAPAC STAR Chapter.



REGION 4 DIRECTOR

ROBERT BAGGETT (USDA)

Robert Baggett is the Special Agent-in-Charge for the USDA Office of Inspector General's Investigations Liaison and Special Operations Division. During his past 20 years of public service, he has held various positions with local, state, and federal government agencies to include the U.S. Department of State's Foreign Service. As a credentialed educator, he has created and employed curriculum initiatives that focused on the enhancement of employee performance to include leadership and managerial skillset development. Robert is a mentor for the San Francisco Federal Executive Board's Leadership Development Program. As an adjunct professor, he also teaches courses in public administration, justice studies, and general education.



AUDITOR

GERALD TIQUI (NASA)

Gerald Tiqui is employed at NASA Goddard Space Flight Center (GSFC) in Greenbelt, Maryland since October 1989. He currently serves as an Equal Employment Opportunity (EEO) Specialist, and also as the Special Emphasis Program Manager for Asian American and Pacific Islanders (AAPI) for 16 years in the Equal Opportunity Programs Office. He manages the Center's Asian American and Pacific Islander (AAPI) Program, focusing on the recruitment, placement, development, advancement and retention of Asian American and Pacific Islander employees. Prior, he was an Aerospace Engineer, and a mechanical designer. He was born in Hawaii. He has been a FAPAC member since 1992.



IMMEDIATE PAST PRESIDENT

OLIVIA F. ADRIAN (DOI)

Olivia F. Adrian is a Supervisory Program Manager, Chief, Contract Support Section for the Bureau of Safety and Environmental Enforcement (BSEE) where she oversees and manages all the research projects and contracts. She is a Certified Diversity Change Agent representing BSEE and Certified Acquisition Professional Level 3, in both Program Management and Contracting from DAU; with over 25 years of experience in Acquisition. Olivia Adrian earned her Master Certifications in Program Management from FAI in 2013. She earned her CPCM and CFCM from NCMA in 2012 and 2004 respectively. Olivia earned her MPA from Troy State University in 1986. Prior to joining FAPAC, Olivia was the winner of the Excellence Leadership Award presented in San Francisco, National Conference in 2004. She has been a member of the Executive Board since 2005.



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Gruta, Daniel
Gu, Tiehong
Gumataotao, Pete
Guo, Karsten
Guo, Steven
Guo, Yufen
Gurung, Damber (DK)
Han, Rebecca
Hanson, Ryan
Hasan, Faria
He, Hua (Bill)
Hewitt, Jyuji
Himathongkham, Sunee
Hirohata, Derek
Hitchings, Hong
Ho, Nini
Ho, Lily
Hoang, Kim
Hoellerer, Tina
Hoh, Christopher
Hoh, William
Holbrook, Florencia
Holliday, Charlayne
Huang, Winnie
Huang, Bing Jib
Huen, Zena
Huq, Tafsir

Huynh, Maria
Hwang, Jae
Ibanez-Manlapaz, Irene
Jain, Alok
Jamro, Bharatiben
Jindal, Rahul
Jing, Mike
Jude, Talari V Rao
Kamadinata, Rudy
Kang, Jane
Kaniyaly, Jithin
Keam, Mark
Kelly, Julie
Kim, Cailine
Kim, Kelly
Kim, Sae Mi
Kim, Vivian
Kim, Hong "Tony"
Komolprasert, Vanee
Kuah, Hosanna
Kung, Dar-Ning
Lam, Roger
Landais, Michaelle
Lau, Rene
Lausman, Mary Allen
Le, Kevin
Le, Trinh
Le, Elizabeth
Le, Son
Lee, Darrick
Lee, Jonathan
Lee, Selina
Lee, Susie
Lee, Samson
Lee, Daniel
Lee, Joy
Lee-Fanning, Sunny
Lew, Kristina
Li, Dawn
Li, Hongying (Ruby)
Li, Yanling
Li, Hongmei
Lim, Frank
Liu, Joy
Liu, Lisa
Liu, Peter
Liu, Qingan
Liu, Zhimei
Lo, Michelle
Loo, David
Lu, Natalie
Lu, Philip
Luc, Choubert
Luu, Vincent
Ly, Hom
Ly, Eric
Ly, Ngoc
Ly, Victor
Macri, Cynthia
Mafnas, Aylene
Mao Smith, Sophia
Marlow, Ngoc-Han MaryJo
McMahon, Kimberly
Mcmanamay, Lisa

Mcmanamay, Lisa
Meyers, Monica
Milton, Marina
Miyano, Justin
Mok, Samuel
Moneda, Cynthia
Moon, Youngmee
Ngai, Eva
Ngai, Eva
Nguyen, Hung
Nguyen, Minh
Nguyen, Peter
Nguyen, Uyen
Nguyen, Binh
Nguyen, Genie
Nguyen, Kim
Nguyen, Thu
Nguyen, Peter
Nguyen, Teresa
Nguyen, Thong
Nguyen, Thy
Nguyenphuoc, Kim
Nicholas, Sharon
Nii, Quinn
Nitta, Kaye
Niu, Mien (Steve)
Oconnor, Connie
Oliver, Kimiko
Pamboukian, Ruiqing
Parish, Jeffrey
Pascualjackson, Cielito
Patel, Bharatkumar
Petrungaro, Arlin
Pham, Minh
Phan, Kimberly
Pinto, Delon
Powell, Angela
Puangsombut, Akapong
Quiachon, Rudyard
Qureshi, Maqbool
Ramdass, Monshi
Ramos, Mildred
Reiff, Joy
Revanna, Krupakar
Rhee, Justin
Rice, Heather
Rivero, Josef
Rodriguez, Jose
Rutherford, Michael
Sait, Farook
Seeda, Aroon
Setia, Parveen
Setia, David
Sharp, Michael
Shen, Eric
Sherman, Ulysses
Shias, Wendy
Shum, Ann
Shum, Tat
Simmons, Kino
Simpson, Toksun
Singh, Arvinder
Smith, Teresita
Soriano-Sharp, Jocelyn

Spence, Grace
Stan, Wendy
Subramaniam, Vaiyapuri
Szymanek, Thomas
Tayyab, Sohaib
Te, Holly
Terashima, Eric
Thom, Stephen
Tian, Nancy
Tiqui, Gerald
Tiqui, Gerald "Tiki"
Tom, Anthony
Tom, Mary
Toth, Katherine
Tran, Tony
Tran, Hai
Tran, Kimberly
Trang, Thanh
Truong, Paul
Tsai, Tom
Tu, Cheng
Tzeng, Bertrand
Vandeventer, Peter
Vantalia, Lauren
Villaflor, Alfonso
Vojvodich, Joe
Vu, Thong
Vu, Thong
Wai, Thanda
Wang, (Gino) Cheng
Wang, Xuqing
Wang, Bin
Washington, Glenn
Weaver, Billie
Wei, Darnood
Wei, Victoria
Williams, Chau
Wong, Deric
Wong, Kin
Wong, Liquin
Woo, Lina
Wu, Susie
Wuchner, Irene
Yamashiro, Amy
Yan, Ye
Yang, Mira
Yang, Chen
Yang, Jane
Yang, Jian
Yang, Maria
Yang, Robert
Yew, Connie
Yong, Edwin G.
Young-Pen, Chhem
Yu, Bingxin
Yulin, Jia
Zhang, Howard
Zhang, Yuanfei
Zhang, Xinzhi
Zhao, Wei-Cheng
Zhao, Huaying

CHAPTERS

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 to everyone, social events for local members, and community service. Chapters support AAPI Heritage Month celebrations at agencies and local communities. interact with agencies on diversity and other issues, assist members and retirees in employment, and provide speakers for AAPI culture programs.

Local sections of FAPAC, designated as Chapters and composed of individual members may, be formed according to the Constitution. Each Chapter shall have power to draft its own constitution and bylaws, provided that such constitution and bylaws are in harmony with the FAPAC Constitution and Bylaws and are in furtherance of the objectives of FAPAC. For more information about starting or joining a chapter, visit www.fapac.org/chapter

Aberdeen Proving Grounds Chapter

www.fapac.org/apg-chapter

Established	2016
Officers	Name
President	Sandy Chyatt
Vice Chairperson	Philip Chan
Treasurer	Daniel Ku
Secretary	Song Huang
Liaison Officer	Damon Yen



American Samoa Chapter

www.fapac.org/american_samoa

Established	2020
Officers	Name
President	Theodora (Dora) Meredith
Vice President	Creighton Chong
Secretary	Tamara Toilolo
Treasurer	Marcus Langkilde
Auditor	Elinor Lutu-Mcmoore

Southwest California Chapter

www.fapacsw.org

Established	2006
Officers	Name
President	Chhem Young-Pen
Vice-President	Catherine Jose
Treasurer	Dan Gruta
Secretary	Michaelle Landais
Auditor	Joselito "JB"

Department of Interior Chapter

www.fapac.org/doi-chapter

Established	2017
Officers	Name
President	Lena Chang
Vice President	Shuwen Cheung
Vice President	Karen Sinclair
Leadership Liaison	Thomas Liu

US Department of Agriculture Chapter

www.fapac.org/usda-chapter

Established	2011
Officers	Name
President	Fred Cheng
Vice President	Richard Fierroz
Secretary	Fahmida Chhipa
Treasurer	Parveen Setia
Imm Past President	Edwing Yong

Federal Bureau of Investigation Chapter

www.fapac.org/fbi-chapter

Established	2017
Officers	Name
President:	Lan Caohuy-Rifkin
Vice President:	Ngoc Han (Mary Jo) Marlow
Treasurer:	Alfonso Villafior
Auditor:	Tennie Griffin

Northern California Chapter

www.fapac.org/norcal-chapter

Established	2017
Officers	Name
President	Robert Baggett



Department of Veterans Affairs Chapter

www.fapac.org/va-chapter

Established	2008
Officers	Name
President	Bridget Souza

Pension Benefits Guaranty Corporation Chapter

www.fapac.org/pbgc-chapter

Established 2016
Officers Name
 President John Chen
 Vice President Amy Lee
 Secretary Cara Hung
 Treasurer Faria Hasan
 Auditor Qinghua Zhang
 Membership Chair Joseph Haryanto
 IT Chair Amy Zhang



Department of Defense Chapter

www.fapac.org/DOD-chapter

Established 2020
Officers Name
 President Joseph LaVille
 Vice President Tuan Le
 Secretary Connie Williamson Dethridge
 Treasurer Byron Moraga
 Auditor Barbara Jackson



Department of Transportation Chapter

www.fapac.org/DOT-Chapter

Established 2020
Officers Name
 President Thanh Trang
 Vice President Bingxin Yun
 Vice President Alok Jain
 Secretary Ranmali Fonseka
 Treasurer Anabelle Flores
 Auditor Hua (Bill) He



Office of Personnel Management Chapter

www.fapac.org/opm-chapter

Established 2018
Officers Name
 President Steve Niu
 Treasurer Delon Pinto



National Institutes of Health Chapter

www.fapac.org/nih-chapter

Established 2016
Officers Name
 President Xinzhi Zhang
 Vice President Rina Das
 Vice President Joy Zhao
 Vice President Flora Qian
 Secretary Ye Yan
 Treasurer Joy Liu

FDA Chapter

www.fapac.org/FDA-Chapter

Established 2019
Officers Name
 President Nancy Tian
 Vice President Ruiqing Pamboukian
 Secretary Daniel Lee
 Treasurer Hongmei Li
 Auditor Rebecca Wong

US Coast Guard Chapter

www.fapacuscg.org

Established 2016
Officers Name
 President CMC Jason K. Wong
 Vice President LCDR Jocelyn L. Soriano
 Secretary LTJG Maria Fiorella N. Villanueva
 Treasurer Mark Jamias

Las Vegas Silver State

Established 2018

Southern Tennessee Valley and Alabama (STAR)

Established 2018

Rio Grande

Established 2016

Health and Human Services Parklawn

Established 2017

Society of American Indian Government Employees



Society of American Indian
Government Employees

*Grounded in Tradition,
Resilient in Spirit*

SAVE THE DATE

September 14-16, 2021

17th(Virtual)National Training Program

Professional development, diversity and inclusion, youth and
veteran programs, cultural and relevant educational sessions
featuring nationally known speakers

Registration Fee \$350

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<https://saige.org>

CONFERENCE COMMITTEE LEADS AND VOLUNTEERS

Conference Committee

Conference Co-Chair	Katherine Toth (FAPAC)
Conference Co-Chair	Fahmida Chhipa (FAPAC)
Conference Co-Chair	Thong Vu (FAPAC)
Conference Co-Chair	Kevin Le (FAPAC)
Conference Logistics	Julie Kelly (FAPAC)
Programming Coordinator	Mary Allen Lausman (VA), Cailine Kim (VA)
Students Program	Kelvin Xu (NOAA), Caroline Goon (NIH), Catherine Yu (NIH), David Wei (FDA)
Awards Committee	Byron Moraga (DOD), Teresa Brown (USDA FS), Olivia Adian (FAPAC)
Veterans Program	Mary Allen Lausman (VA)
Welcome Letters	Peter Nguyen (FAPAC)
Sponsorship & Exhibitors	Joseph Laville (DCSA), Son Le (NASA), MaryJo Marlow (FBI), Barbara Holston (DCSA)
Registration	Jonathan D. Lee (FAPAC), Darrick J. Lee (FAPAC)
Program Book	Darrick J. Lee (FAPAC), Michelle Lo (FAPAC), Ruiqing Pamboukian (FDA)

Award Judges

Andrew Sugimoto	Jeffrey Flora	Monica Garvin
Elizabeth Schill	John Edwards	Patricia Lopez
Garrett Yee	Mini Timmaraju	Treava Hopkins-Laboy

Volunteers

Aditya Arya (VA)	Dr. Roy Pettis (ODNI)	Mark Takano
Ali Bharami (FAA)	Dr. Stephanie Tompkins (DARPA)	Mary Beth Koelbl (NASA)
Ambassador Katherine Tai	Dr. Vu Pham	Matthew Swartz (DOD)
Andy Kim	Elaine Keltz	Minh Nguyen (FAA)
Anish Bhatt (NCTC)	Elmer Pagaragan (DHS)	Mini Timmaraju (OPM)
Anjuma Karkera (NGA)	Freshta Tabbibi (DOD)	Patricia McMahon (EEOC)
Barbara Holston (DCSA)	Giao Phan (DOD)	Penny Burgoon (NIH)
Belinda Gnansounou (ODNI)	Glorimar Maldonado (USPTO)	Raja Krishnamorthi
Bharatiben Jamro (VA)	Governor Lourdes Leon Guerrero	RDML Andrew Sugimoto (USCG)
Brigadier General Matthew Van Wagenen (DOD)	Hannah Edwards	Robert Baggett (FAPAC)
Capt. Joseph Estalilla (DOD)	Heather Nelson (ODNI)	Rosimar Hernandez (VA)
Capt. Irene Wuchner (DOD)	Jason Tengco (OPM)	Sandie Raines
Cassie Ballou	Jennifer Kumiyama	Sandra Park (VA)
Celia Durrall (ODNI)	Jessica Waters (DARPA)	Shella Miller (VA)
Charmane Johnson (DOD)	Jocelyn Samuels (EEOC)	Sirat Attapit
Christine Salcedo (VA)	John Sporing	Siu Tam
Clarence Johnson (DOD)	Judy Chu	Steve Baskin
Col. (Retired) Mike Loos (DOD)	Kenneth Bailey (NOAA)	Steve Dickson (FAA)
Col. (Retired) Ross Guieb (DOD)	Kristen Dyan Sensabaugh	Steve Niu (OPM)
Col. Thomas Matelski (DOD)	Leth Oun (DHS)	Taylor Waverley
Daniel Wang	Lindsay Plake	Theo Chang (OPM)
David Omura (VA)	LTC Arnel David (DOD)	Tiffany Worthy (OPM)
David Turk (DOE)	Major General Antonio Aguto (DOD)	Trina Dutta (DHS)
Dr. Cynthia Mendoza (INR State Department)	Major General Diane H. Holland (DOD)	Valerie Coffield (CISA)
Dr. Kathleen Hicks (DOD)	Major General Garrett Yee (DOD)	Won Polisoul (DOD)
Dr. Michael Chiang (NEI-NIH)	Major General Suzanne P. Vares-Lum (DOD)	
	Major General Viet Xuan Luong (DOD)	

Veterans Program

Bridget Souza (VA)	Deputy Assistant Secretary Harvey Johnson (VA ORMDI)	Laurie Reisman (VA)
Christopher Collins (VA)	Dr. Keith J. Myers (VA)	Raymond Wall (VA)
Dennis May (VA)	John Mikula (VA)	Ronald Sagudan (VA)
		Tynnetta Lee (VA)

Student Program

Alyssa Ma (Cornell student)	John Stephen (NASA)	Paul McClelland (NIH)
Amy Huyhn (UCLA student)	Judie Kuo (contractor NIH)	Raja Chari (NASA Artemis Team Astronaut)
Arshya Gurbani (NIH)	Kimberly Nahas (NASA)	Rebecca Soo (UC- Berkeley student)
Brian Buhr (FEC)	Liling Lee (BLM)	Riya Dange (NIH)
Chen Zhuang (FDA)	Maggie Fu (FDA)	
Elaine Gao (UMD student)	Nitin Ramachandran (Georgetown student)	
Elizabeth San (NADP)		

We greatly appreciate all volunteers and please accept our apology for missing any names.

GREETING LETTERS

JUDY CHU, Ph.D.
27TH DISTRICT, CALIFORNIA
**COMMITTEE ON
WAYS AND MEANS**
SUBCOMMITTEE ON
HEALTH
SUBCOMMITTEE ON
WORKER AND FAMILY SUPPORT
SUBCOMMITTEE ON
OVERSIGHT
**COMMITTEE ON
SMALL BUSINESS**
CHAIR, SUBCOMMITTEE ON
INVESTIGATIONS, OVERSIGHT, AND REGULATIONS
SUBCOMMITTEE ON
CONTRACTING AND THE WORKFORCE



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

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Washington, DC 20515
(202) 225-5464
(202) 225-5467 (Fax)
PASADENA DISTRICT OFFICE:
527 South Lake Avenue, Suite 250
Pasadena, CA 91101
(626) 304-0110
(626) 304-0132 (Fax)

May 25, 2021

Federal Asian Pacific American Council (FAPAC)
P.O. Box 23184
Washington, D.C. 20026-3184

Dear Friends,

It is with great enthusiasm that I welcome you to the Federal Asian Pacific American Council's (FAPAC) 36th Annual National Leadership Training Program and join you in celebrating Asian American and Pacific Islander (AAPI) Heritage Month.



Since its founding in 1985, FAPAC has represented Asian American and Pacific Islanders (AAPIs) of all ranks across the Federal and District of Columbia governments, military, student, and veteran organizations. Each year, FAPAC's Annual National Leadership Training Program brings together hundreds of AAPIs to engage with each other and learn from senior government officials and experts through workshops on career advancement, leadership, diversity, and more. I commend FAPAC for facilitating this incredible training program which helps AAPIs to excel in public service. During the program, FAPAC will also recognize individuals who have displayed a dedication to public service and have made important contributions to the AAPI community. I would like to congratulate these individuals for their hard work and accomplishments.

The theme for this year's program, "Advancing Leaders Through Purpose-Driven Service," reflects our shared commitment to elevating service-driven government leaders who reflect and nurture the diverse communities they represent. This theme is more important than ever this year, as we confront the alarming rise in anti-Asian rhetoric and hate crimes against members of the AAPI community. Our government works best when its leaders reflect the diversity of America, which is why I am grateful to FAPAC for continuing to help build the pipeline for AAPIs in public service.

On behalf of the United States House of Representatives and the people of California's 27th Congressional District, I offer my best wishes for success to FAPAC and to the attendees of the 36th Annual National Leadership Training Program.

Sincerely,

JUDY CHU, Ph.D.
Member of Congress, 27th District

MARK TAKANO
41ST DISTRICT, CALIFORNIA
COMMITTEE ON VETERANS AFFAIRS
COMMITTEE ON SCIENCE, SPACE,
AND TECHNOLOGY



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

DC OFFICE
1507 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, D.C. 20515
PHONE 202.225.2305
202-225-7018 - FAX

DISTRICT OFFICE
3403 10th ST., STE 610
RIVERSIDE, CA 92501
(951) 222-0203
takano.house.gov

May 25, 2021

Dear Friends,

I am delighted to send my greetings and well wishes to you as you gather for the Federal Asian Pacific American Council's 36th Annual National Leadership Training Program.

Since 1985, FAPAC has dedicated itself to serving Asian American and Pacific Islander (AAPI) civilian employees and members of the uniformed services. As the oldest and largest AAPI affinity group for federally employed Asian Americans and Pacific Islanders, FAPAC has offered exceptional professional development, leadership training, and advocacy on behalf of its members since its inception over three decades ago. This year's National Leadership Training Program, with its theme "Advancing Leaders Through Purpose-Driven Service," is a reflection of the extraordinary growth and resilience of our communities.

I applaud the participants and leadership of this year's National Leadership Training Program for their contributions to both our government and the AAPI community. Please accept my best wishes for a memorable few days and continued success.

Sincerely,

MARK TAKANO
Member of Congress

GREETING LETTERS

RAJA KRISHNAMOORTHY
8TH DISTRICT, ILLINOIS

115 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515

TELEPHONE: (202) 225-3711
FAX: (202) 225-7830

1701 EAST WOODFIELD ROAD, SUITE 704
SCHAUMBURG, IL 60173

TELEPHONE: (847) 413-1959
FAX: (847) 413-1965

www.krishnamoorthi.house.gov

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

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SUBCOMMITTEES:
STRATEGIC TECHNOLOGIES &
ADVANCED RESEARCH
INTELLIGENCE MODERNIZATION &
READINESS

May 25, 2021

The Federal Asian Pacific American Council (FAPAC)
2806 Woodlawn Ave
Falls Church, VA 22042

Dear Friends,

It brings me great pleasure to congratulate the Federal Asian Pacific American Council on its 36th Annual National Leadership Training Program, and on this year's conference focus: Advancing Leaders Through Purpose-Driven Service. The National Leadership Training Program plays an important role in increasing the diversity of our federal workforce, and strengthens the engagement of our government's most valuable asset—its people. This conference is a great investment in the talent of our federal employees and in the future of our country.

For over 35 years, FAPAC has been committed to developing and advancing the careers of civilian government and military employees of Asian and Pacific Islander descent. Your work to promote equal opportunity and cultural diversity provides invaluable support to the Asian Pacific Americans who serve our country, and helps ensure that our government workforce reflects the rich diversity of our citizenry. Your unwavering dedication to building great leaders in the AAPI community strengthens our democracy and improves the lives of all Americans.

Thank you for all that you do, and please accept my best wishes for a terrific conference.

Warm Regards,

Raja Krishnamoorthi
Member of Congress

PRINTED ON RECYCLED PAPER

GREETING LETTERS

2444 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, D.C. 20515
(202) 225-4765
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COMMITTEE ON ARMED SERVICES
COMMITTEE ON SMALL BUSINESS
COMMITTEE ON FOREIGN AFFAIRS

CONGRESSMAN ANDY KIM
UNITED STATES HOUSE OF REPRESENTATIVES
NEW JERSEY THIRD CONGRESSIONAL DISTRICT

May 25th, 2021



I would like to thank the Federal Asian Pacific American Council (FAPAC) for the important work they have done over the last 36 years to empower future Asian American and Pacific Islander (AAPI) leaders and help our public servants grow personally and professionally. FAPAC's National Leadership Training Program has helped countless students and Veterans to find employment in the federal workforce and is helping to build a growing AAPI presence in our nation's leadership.

I'm honored to be the first AAPI Member of Congress to serve the state of New Jersey, and one of four Korean Americans to be currently serving in Congress. The AAPI community is the fastest growing demographic group in the United States, and we should be sure that our government and federal workforce reflects that. FAPAC's work in helping AAPI students and Veterans to develop strong leadership and communication skills will prepare them to serve our country well and represent the AAPI community for generations to come.

The FAPAC's 2021 AAPI Heritage Month theme "Advancing Leaders Through Purposed-Driven Service," that encourages Americans to look beyond themselves and work on behalf of the national interest, is incredibly timely. This theme is more important than ever given the COVID-19 pandemic, the surge in hate too many are experiencing, and the rise of political division across our country. During my time working in national security, we would check our politics at the door and work for our country, not any political party. Now more than ever it is important that we remind ourselves that there is no greater honor than public service, working on behalf of our fellow Americans and our neighbors. The continued efforts of organizations like FAPAC will ensure that future decision makers are diverse in ethnicity and in ideology, with the underlying principle that our best work is done when we work together.

I appreciate all the work that FAPAC has done to help grow our country's future leaders and I wish them continued success.

Sincerely,

Andy Kim
Member of Congress

DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP



The FAPAC [Distinguished Public Service Scholarship Endowment Fund, Inc.](#) is a non-profit organization that promotes the recognition of Asian American and Pacific Islander (AAPI) students. Since 2013, FAPAC has awarded scholarships to AAPI students who are interested in public service, exhibit academic excellence, and demonstrate a continuous effort to foster diversity and inclusion in AAPI communities. The scholarship is presented in honor of AAPI leaders whose dedication and efforts in public service have opened doors for many others.

- ♦ The late [Congressman Dalip Singh Saund](#), an Indian American who was the first Asian Pacific American elected to Congress.
- ♦ The 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.
- ♦ The former [Secretary Elaine L. Chao](#), a Chinese American who become the first Asian Pacific American woman to hold a Cabinet position, first as Secretary of Labor and then as Secretary of Transportation.

The awardee will receive a stipend of \$5,000 towards his or her education.

The selection criteria includes the following:

- *Demonstrates interest and commitment to public service*
- *Demonstrates a continuous effort to foster diversity and inclusion in AAPI communities*
- *Demonstrated leadership potential and desire for continued growth in leadership skills*
- *Excellence in academic achievement*

The Federal Asian Pacific American Council is proud to award [Rebecca Soo](#) with the 2021 Distinguished Public Service Scholarship.



Rebecca Soo is a native Californian and a third-year at the University of California, Berkeley double majoring in Sociology and Media Studies and minoring in Public Policy. As an aspiring future lawyer, she is interested in education and social justice. At Cal, Rebecca spends her time in student government and leads a social-good apparel brand. As a first-year, Rebecca was elected by the most students on campus to serve as a Senator in the Associated Students of the University of California. During both of her terms, Rebecca has focused on advocating for better mental health. In the summer of 2020, Rebecca was an intern at the White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI) where she was able to expand her knowledge about the federal government while also learning about how to uplift minority communities, specifically in the realm of commerce. Additionally, as a Civic Fellow for the International Leadership Foundation, Rebecca is passionate about uplifting the AAPI community. Her long-term goal is to pursue a career in public service in order to create a reality where diversity and inclusion are at the forefront of the national agenda.

DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP ESSAY

This is the winning Scholarship Award essay printed in its entirety.



I grew up in the heart of Orange County, California—home to an array of the world’s greatest beaches, the Happiest Place on Earth, and a vibrant Asian American community. Nonetheless, being nestled amid a predominantly white demographic, I quickly learned that fighting for my own voice, and that of my communities, would be a life-long, uphill battle. As the only Asian American in many of my classrooms, that meant grappling with questions like “where are you *really* from?” *addressing the stares triggered when my mom packed my favorite lunch, and trying to figure out whether I had to take a side: Asian or American. In college, fighting for my identity has meant not sitting silently while my data analysis class combined white and AAPI statistics, actively getting involved in uplifting the AAPI community through my professional work, and using the opportunities allotted by my education to empower others. The battle for AAPI diversity and inclusion starts by winning the battle for equality. Long sidelined by American history, this is a fight that I believe can be won sooner, rather than later.*

As an intern for the White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI), co-chaired by previous Secretary of Transportation Elaine Chao, I had the unique chance to see the impact that fellow AAPIs were making and be a part of the process. The goal of the WHIAAPI is to broaden the access of the AAPIs to federal resources in a manner that is sensitive to the nuanced composition of the community. Thus, it was here, seeing the success of women who looked like me, that I realized how I could play a role in championing the need for diversity within and on behalf of the AAPI community. Deemed as the “model minority,” the AAPI community is often left to face the “bamboo ceiling” in isolation, rather than solidarity. This makes it difficult to recognize the diverse composition of the AAPI community.

Therefore, my work has focused on dismantling racial stereotypes by finding solutions, such as those I researched on behalf of the President Advisory Commission on AAPIs, which recognize the need to empower all parts of the AAPI community by developing robust mentorship networks, empowering AAPI women, and focusing on workplace development. Through events like the AAPI Young Leaders Summit, I helped to organize opportunities for AAPIs to get involved with the federal government, highlighted resources that would benefit AAPI entrepreneurs, and emphasized the importance of social justice in achieving racial equity. By identifying specific chambers of commerce that could help with meeting specific AAPI needs, brainstorming ways to streamline federal funding to AAPIs, and working on programming to expand AAPI access to federal contracts, my professional work has always and will continue to center around celebrating the diversity of the AAPI community. Moreover, as the youngest two-term elected Senator within UC Berkeley’s student government, my office has promoted affirmative action efforts to uplift underrepresented groups such as Vietnamese, Laos, Hmong, Guamanian, Samoan, and Cambodian American voices.

My passion for public service was instilled by my father, a first-generation immigrant who, much like Secretary Chao, dedicated his engineering career to serving the community. He taught me to embrace my heritage—to take pride in celebrating Lunar New Year, to honor traditions, and to cherish the history that intrinsically connects Chinese Americans to the broader AAPI community. Equally so, I was raised to love my country—a testimony of the persevering spirit that embodies the AAPI community. As a 2020 Civic Fellow for the International Leadership Foundation, I intend to law school, a costly endeavor that the scholarship would assist with. Additionally, through this scholarship, I hope to get one step closer to following in Secretary Chao’s lead as I continue to work towards a future where AAPIs do not have to choose between being Asian or American. Rather, through the diversity and inclusion efforts spearheaded by public policy, AAPIs will be empowered to be unapologetically both.

— Rebecca Soo, UC Berkeley, Sociology and Media Studies, 2021



UNIFORMED SERVICES AWARD WINNERS



CAPTAIN JOSEPH ESTALLILA

U.S. ARMY

CPT Estallila was selected by the Secretary of Defense Office to lead a Joint Special Events Team during the 59th Presidential Inauguration in Washington D.C. He provided innovative Open Source instruction to his team by identifying foreign and domestic extremism and hate-related patterns based on online words, geo-hashtags, pictures, filters, and videos. CPT Estallila was present for duty during the Capitol Hill Insurrection, the Washington D.C. Lockdown, and the mass deployment of the National Guard, while operating under COVID-19 conditions. His team had to crisis manage worldwide reports, enable law enforcement investigations, and liaise with the Intelligence Community to conduct homeland defense. . Additionally, he increased voter participation by promoting absentee ballots to young Service Members and served as a COVID-19 volunteer to prevent the further spread of the virus in the communities.



SERGEANT FIRST CLASS RIZMEL PAGUIO

U.S. ARMY

As the First Sergeant for a Theater Lead Agent for Medical Materiel, SFC Paguio's self-less dedication allowed for a comprehensive response to the COVID pandemic by ensuring over half a million dollars worth of medical supplies were distributed to over 130 organizations. He oversaw a dozen aerial deliveries of medical supplies throughout the Korean Peninsula. As an active member of the U.S. Army Garrison Daegu (USAG-Daegu) community, SFC Paguio constantly shares his experiences of his Filipino background and how it has led towards success within the Army, inspiring those around him. He was essential in the development of his organization's Leader Self-Development Program which included the first ever Community Heroes initiative. SFC Paguio is a valuable member of the organization and community and a exceptional ambassador of the U.S. Army profession.



SERGEANT JAMARY TUMAQUIP

U.S. MARINE CORPS

For meritorious service as a combat instructor Lima Company, Headquarters Support Battalion, School of Infantry (West). Sergeant Tumaquip planned, supervised, and assisted the training of a budget management class with the National Asian American Coalition resulting in over 300 Marines increasing their proficiency in managing their finances. He performed over 550 volunteer service hours mentoring people with their financial issues. SGT Tumaquip also organized a fundraising campaign due to the damages from Typhoon Ulysses. His work and dedication were evident at the event which provided over 1,500 meals for the families suffering in this disaster. SGT Tumaquip's leadership, initiative, and selfless devotion to duty reflected great credit upon him and were in keeping with the highest traditions of the Marine Corps and the United States Naval Service.



CORPORAL CALEB CRONE

U.S. MARINE CORPS

For meritorious service as the field services Non-Commissioned Officer in charge, Marine Air Ground Task Force information technology support center, S-6, Marine Corps base Hawaii. Corporal Crone performed over 1000 volunteer service hours, planning, championing, and executing for numerous community organizations on the island of Oahu. Corporal Crone mentored marines and youth in schools, troops, and aboard the installation, keying volunteerism and unity, while simultaneously strengthening the military and local community. Corporal Crone's leadership, initiative, and selfless devotion to duty reflected great credit upon himself and were in keeping with the highest traditions of the Marine Corps and the United States Naval Service.



Chief Petty Officer James Dy

U.S. NAVY

As the Command Managed Equal Opportunity Manager, he administered the annual Defense Equal Opportunity Command Climate survey during 2020 cycle. His follow-on efforts created valuable improvements with daily interactions amongst the crew. Through his keen sense of diversification, the GERMANTOWN's Command Resilience Team was reshaped with the recruitment and composition of Sailors from all backgrounds and paygrades. The Chain of Command has full confidence in his ability to manage all Equal Opportunity matters through his advocacy of the tenets of the U.S. Constitution, civil/human rights, and equal opportunity. His passion for the equal opportunity program and Sailors in the command significantly contributed to an increase in morale and resiliency for 343 members immediately following back to back patrols throughout the COVID-19 pandemic.

UNIFORMED SERVICES AWARD WINNERS



CAPTAIN HANNA S. SPARKS

U.S. AIR FORCE

Captain Hanna S. Sparks founded the first-ever AAPI Air Force officer group, linking over 2,600 Asian-American and Pacific Islander Airmen to a global network of mentors and professional development opportunities. Additionally, Captain Sparks planned and executed several events including a Language Enabled Airman Panel, a Foreign Area Officer Discussion, an interview with the first-ever Vietnamese-American Air Force General Officer, and a Q&A session with the first-ever Asian-American female Chief Master Sergeant of the Air Force, resulting in the development of 160 Total Force Airmen. Capt Hanna Sparks narrated an unconscious bias training video that was implemented across the Air Force enterprise at multiple installations across the globe, advancing a DoD directive that promotes a strategic vision for diversity and inclusion as a unifying core value and factor of readiness for Service members. Additionally, she established the first-ever Air Force Asian-American Pacific Islander barrier analysis working group.



TECHNICAL SERGEANT FERDINAND HOOPER

U.S. AIR FORCE

TSGT Ferdinand Hooper led the AAPI Heritage Committee and the local Filipino-American Association for Kirtland Air Force Base. He collaborated with over 150 military volunteer members worldwide of all ranks and branches to promote diversity and cultural awareness. He organized 10 local mentorship events and a virtual cultural engagement where he joint tasked with united service members and the Philippine Ambassador to the US. The virtual event showed the challenges and successes of AAPI service members across all Air Force Specialty Codes and varying levels of leadership as they progressed through the ranks while leading their teams to overcome cultural and racial barriers especially during a global pandemic. SGT Hooper directed local efforts to collect and distribute over 81,500 pounds of relief essentials, raised over 1,000 dollars, and donated countless volunteer hours to the pandemic devastated Navajo nation. He won the Wing Volunteer of the Year award 2020 & Military Outstanding Volunteer Service Medal 2021.



COMMANDER HOON PARK

U.S. NAVY

CDR Hoon Park is currently serving as the Associate Director of Diversity Outreach and Student Engagement at the U.S. Coast Guard Academy Admissions Division. Directs coordination, administration & management of CGA campus programs hosting over 8,000 visitors annually. He also managed the Academy Introduction Mission (AIM) program where 696 high school seniors virtually participated in a week-long program to help shape the next incoming class of 2025. The 2020 AIM program resulted in the most URM (underrepresented minority) with 48% and females with 49% in history. CDR Park is 2002 graduate from the U.S. Coast Guard Academy with a BS in Management.



CHIEF PETTY OFFICER RICHARD HOFSCHEIDER

U.S. AIR FORCE

Chief Hofschneider is an outstanding leader that fosters a culture of diversity and inclusion. His inspirational leadership style combined with his commitment to others has created an environment for his diverse team to give their very best to achieve superior results. His deliberate and impactful commitment to mentoring others has resulted in unprecedented recruitment, qualifications, retention, advancement. and promotion amongst Coast Guard personnel throughout Asia and Pacific Islander Communities. Chief Hofschneider's completely voluntary recruiting efforts have set the standard for increasing diversity throughout the Coast Guard with him recruiting well over 90 underrepresented minorities to apply for acceptance into the Coast Guard last year.



LIEUTENANT COMMANDER NANCY TIAN

U.S. PUBLIC HEALTH SERVICE

Lieutenant Commander Nancy Tian currently serves as a senior program management officer at the Food and Drug Administration (FDA). In this role, she is responsible for providing leadership and program management overseeing various informatics initiatives. These efforts support critical drug quality and compliance business needs, which helps ensure the safety and effectiveness of human drugs available to American consumers. In addition, LCDR Tian has deployed 16 times for 160+ days to respond to natural disasters, public health emergencies and national security special events. In 2020, she was deployed as a deputy team lead on the White House Coronavirus Task Force in response to the COVID-19 global pandemic. In 2019, she chartered the FAPAC-FDA Chapter and signed the MOU with FDA EEO as the official employee resource workgroup.

CIVILIAN AWARD WINNERS

OUTSTANDING INDIVIDUAL LEADERSHIP

Individual who has shown bold leadership and innovative ways in promoting
Equal Employment Opportunity, Affirmative Action, and Diversity

Larry K. Mack

NASA

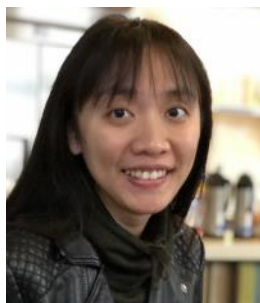


Larry K. Mack is Deputy Director of the Office of Human Resources at NASA's Marshall Space Flight Center (MSFC) in Huntsville, AL. In this position, he has played a pivotal role in cultivating a well-rounded and representative workforce by partnering with Marshall's Office of Diversity and Equal Opportunity (ODEO) to create a unique program called the Blueprint to Reinforce Inclusivity & Diversity to Gain Equity (BRIDGE). This program focuses on providing a holistic approach to prevent and eradicate challenges that could negatively impact the workforce as it relates to equity, diversity, and inclusion. Further, through collaborative partnerships, Mr. Mack crafts innovative recruitment strategies to support his organization's motto of "People First, Mission Always." His proudest accomplishment is serving as a mentor in exposing elementary, middle and high school students to various opportunities in

science, technology, engineering and mathematics (STEM) to ensure our future leaders are prepared to make a difference in the world. Mr. Mack was instrumental in helping facilitate the City of Huntsville serving as the host for the 2019 FAPAC National Leadership Training Program.

Linh Le

Naval Air Warfare Center



Linh Le graduated from University of South Florida with a Mechanical Engineering Degree. She started her civil service career in 2017 as an intern and has been working as a Systems Engineer at NAWCTSD, Orlando for the past four years. Her experiences are working on Flight and Maintenance trainers for USMC Aviation Training Systems including V-22 and AV-8B platforms to support their acquisition processes. Her AV-8B team successfully delivered the first Deployable Flight trainers for the USMC in 2020. Since 2018, She lead the proposal effort and received full amounts of funding for NAWCTSD employees and interns' training and travel purposes. Le is also an active member of AAPI since joining NAWCTSD and has assisted in numerous multicultural AAPI events throughout the years. She was a co-lead for New Employee Engaging, Devoting, and Streamlining Team (NEEDS), which is a supplemental

group that was formed by AAPI Orlando to assist, welcome new employees, and help with their transition into NAWCTSD. She was also co-lead for AAPI Orlando in 2019 and 2020 before becoming the AAPI lead in 2021. Her team is trying to promote diversity and inclusion among the workforce.

EXCELLENCE IN INDIVIDUAL ACHIEVEMENT

Individual who has shown the greatest contribution toward the AAPI representation
at all levels compared to the total AAPI population as a whole.

Emma Chen

U.S. Army Corps of Engineers



Emma Chen is a Registered Architect and Technical Expert for the U.S. Army Corps of Engineers (USACE) and has actively promoted exceptional knowledge and growth among the AAPI workforce. She has developed and delivered numerous training workshops in construction schedule management. Her interest in AAPI culture, her aspiration to support the USACE mission in Asia, and her desire to help Local Nationals working on USACE projects in Asia led her to travel to USACE offices located in Japan and South Korea to teach courses to the AAPI workforce. Through USACE, she has taken the initiative to mentor numerous interns and to develop STEM activities for school-age children as part of her passion to diversify the future engineering workforce. Ms. Chen has consistently demonstrated excellence in her career and fostered strong awareness of AAPI capabilities and expertise through her professional achievements.

CIVILIAN AWARD WINNERS

EXCELLENCE IN INDIVIDUAL ACHIEVEMENT

Individual who has shown the greatest contribution toward the AAPI representation at all levels compared to the total AAPI population as a whole.

Mary Tran



Mary Tran is the Co-Lead for AAPI at Naval Air Warfare Center Training Systems Division (NAWCTSD). She volunteered to serve and lead AAPI in addition to being the lead for AAPI sub-team NEEDS (New Employee Engaging, Devoting, and Streamlining (NEEDS) Team. This team was created with the focus of welcoming new members to NAWCTSD and assuring their inclusion into the workforce while promoting awareness for the AAPI affinity group. NEEDS serves as an additional resource to help onboarding members with any issues they encounter as they transition into becoming NAWCTSD team members. In the community, Mary was invited to speak to local science clubs to increase interest in STEM fields from students in middle and high school.

Naval Air Warfare Center

DIVERSITY EXCELLENCE

Individual who has shown a remarkable contribution towards diversity and inclusion through collaboration and against all odds.

Kelly Sewell



Kelly Sewell is a Human Capital Communications Analyst in the Department of the Interior's Office of Human Capital (OHC) in Washington, DC. Kelly manages OHC digital communications, coordinates outreach campaigns to increase employee engagement and retention, and works to brand the Department as an "Employer of Choice." Prior to this role, Kelly coordinated a national AmeriCorps and internship program as the Youth Program Manager with the DOI Office of Surface Mining Reclamation and Enforcement (OSMRE). She has over twelve years of experience in community engagement, managing programs, and event coordination for local government, museums, and non-profits. Kelly is passionate about increasing diversity and engaging young people in public service. Kelly is a lifetime FAPAC member and previously served as FAPAC's Conference Chair and Program Chair. Kelly also serves as a Member of the Cal State DC Scholars Advisory Board, Cal State DC Alumni Network, and California State Society. Kelly received a B.A. in Public Administration from California State University Fullerton.

Department of the Interior

Lena Chang



Lena Chang was born and raised in southern California and identifies as Korean American with an additionally rich Japanese cultural influence from family members who were born and raised there. Her early background is in special education and wildlife rehabilitation, specializing in birds of prey. Inspired by conservation, she went back to school to earn a Bachelor of Science degree in Environmental Biology before being hired by the U.S. Fish and Wildlife Service in 2008 as a Fish and Wildlife Biologist. Lena spent nearly 13 years working with State, Federal, and private partners toward conservation of threatened and endangered species in coastal southern California with the Ventura Fish and Wildlife Office in Ventura, California. Recently, she transitioned to a position for Headquarters serving on the FWS COVID-19 Sustained Response Team and the Office of Emergency Management & Physical Security and will continue to be based in southern California. Lena served as FAPAC-DOI Executive Secretary (now Vice President of Outreach) in FY2019.

Department of the Interior

About AsianUPWARD by Elevate

Vision

AsianUpward expands the leadership possibilities of Asian Pacific American (APA) professionals and the organizations that champion us—for the mutual, synergistic benefit of all stakeholders.

Mission

To achieve our vision, AsianUpward co-creates:

- Strategies and solutions for APA talent development
- Practical tools, such as our signature ToolBooks and other publications
- Research on APA professionals
- Communities of Practice to jointly forge innovative solutions and share best practices
- Allyship support for mutual benefit toward organizations who advocate for APAs



We aren't a one-stop shop. We are a hub. We are a hub that convenes cross-industry stakeholders, collects shared insights, and co-creates thought leadership.

A stop ceases. A hub continues. Join our hub and continue to evolve and Elevate your Asian ERGs, leaders, and professionals with a holistic hub of partners.

AsianUpward is an initiative of Elevate.

About ELEVATE

Elevate is a partnership of the University of California, Irvine's Merage School of Business, University of California—Riverside, California State University—Fullerton, Spectrum Knowledge, and the University of California Office of the President—MESA. One unified phrase embodies both our mission and vision: **PURPOSE + PEOPLE = PURPLE™**

Elevate helps you define, refine, and align your purpose with your organization's purpose.

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School of Business
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OF
CALIFORNIA

For more information, visit: www.asianupward.com

Contact: Vu H. Pham at vupham@spectrumknowledge.com

P1 The Purposeful Professional: Leverage Purpose through Process, Positioning, and Promotion

Purpose today represents table stakes (the minimum requirement for entry). Organizations, leaders, and successful professionals need to address our institutional and individual purpose. Elevate's trademarked catchphrase has been "PURPOSE + PEOPLE = PURPLE™" and we have always supported individuals to help "define, refine, and align" your purpose with your organization's. This session encapsulates the PURPLE as it teaches you to focus and optimize your purpose with a process-driven framework. This methodical approach to developing your purpose will also boost your professional positioning as you promote your career—and hopefully gain promotions in the process. Join us we optimize the PURPLE for positive outcomes.



Vu H. Pham, Ph.D., Chair of Elevate

As the Chair of Elevate, **Vu H. Pham, Ph.D.** works with dozens of organizations from the Fortune 500 to government and non-profit agencies. Elevate is a partnership with the **University of California, Irvine's Merage School of Business, UC Riverside, California State University Fullerton, UC Office of the President—MESA, and Spectrum Knowledge**. The Elevate Program boosts organizational performance and strategic effectiveness through interactive training and data-driven research.

Dr. Pham and his work have been featured on national and international multimedia venues, such as CNN, MSNBC, the Associated Press, Fortune, Voice of America, The Los Angeles Times, KSCI International Television, Diversity, Inc., Strategic Innovators, Asian Week and Radio Free Asia. He has given keynote speeches on numerous occasions and presented at many conferences internationally, and has written for both academic and mainstream publications. Beyond his professional work, Dr. Pham has participated in generating over a million dollars for non-profit groups and donates many hours to them.



ASIAN UPWARD

proudly supports FAPAC as a valued partner.

For more information, visit www.asianupward.com

TUESDAY, MAY 25, 2021

P2 Purposeful Leadership - Executive Women's Leadership Forum

Moderator: Minh Nguyen, Ph.D.,

Executive Director for the Office of Strategic Management (FAA)

Dr. Minh Nguyen currently serves as an Executive Director for the Office of Strategic Management, within the Federal Aviation

Administration (FAA)'s Office of Commercial Space Transportation.

Previously, he served as a Deputy Director for the FAA's Office of Policy and Plans, where he oversaw the policy development and analysis that provided critical support to the Administrator and FAA organizations.

Prior to joining the FAA, he worked at the MITRE Corporation, Veracity Engineering, Argon ST, and Naval Research Laboratory, leading advanced research programs.

Dr. Nguyen served as a Vice Chair of the Asian-American Government Executives Network (AAGEN) (2015-2017), and has been training aspiring leaders to becoming senior managers and executives in the federal government, as part of AAGEN's Senior Executive Development Program. His contributions have been highlighted on TV interviews, and he was the recipient of the Federal Asian Pacific American Council (FAPAC) for significant contributions toward the Asian American and Pacific Islanders (AAP) representation at all levels.



Panelist: Mary Beth Koelbl,

Director of the Engineering Directorate, NASA's MSFC

Mary Beth Koelbl serves as the Director of the Engineering Directorate at NASA's Marshall Space Flight

Center in Huntsville, Alabama. Ms. Koelbl supervises over 2200 civil servant and support contractor personnel providing cross-cutting engineering and technician support to NASA programs and projects, other government Agencies, and industry partners. She manages a budget of \$500 million to ensure the health the technical capabilities, associated facilities and infrastructure. Ms. Koelbl earned a bachelor degree in mechanical engineering in 1985 from the University of Iowa and joined NASA MSFC in 1986 as an aerospace engineer in the Turbomachinery Branch. She has been the recipient of many prestigious awards, including the NASA Service Medal, NASA Leadership Medal, a Space Flight Awareness Award, and a Silver Snoopy.



Panelist: Trina Dutta,

Senior Advisor, SAMHSA

Trina provides policy and programmatic guidance to the OAS to advance the behavioral health of the nation and support SAMHSA's mission.



Trina returns to SAMHSA after spending six years working for the District of Columbia. As policy director for the Department of Behavioral Health (DBH), she led DC's system redesign efforts which included development and implementation of a Section 1115 waiver of the IMD payment exclusion for mental health and substance use treatment as well as integration of the fee-for-service behavioral health benefit into the Medicaid managed care program. Prior to her work with DBH, Trina served as special projects officer to DC's Medicaid Director within the Department of Health Care Finance (DHCF).

Before joining District government, Trina spent eight years with SAMHSA focused on behavioral health integration; this included leading the Primary and Behavioral Health Care Integration program and SAMHSA's partnership with CMS on the Section 2703 person-centered health homes program. She also staffed the Office of Behavioral Health Equity and supported establishment of SAMHSA's disparity impact statements, which aims to address disparities in access, use, and outcomes among traditionally underserved populations. Trina joined SAMHSA in 2006 as a Presidential Management Fellow.

Panelist: Penny W. Burgoon, PhD,
Director, Office of Policy,
Communications, and Education at
NCATS (NIH)

Penny W. Burgoon, PhD, is the Director of the Office of Policy, Communications, and Education at the National Center for Advancing Translational Sciences, NIH, where she previously and concurrently also served as the chief of the Policy Branch within that office. Before joining NCATS in July 2014, she was the director of the Salivary Biology and Immunology Program for the National Institute of Dental and Craniofacial Research, where she managed a portfolio of research in salivary biology, salivary gland disorders and diseases, host immune responses to infection, autoimmunity, and systemic diseases. Burgoon joined NIH in 2004 as an American Association for the Advancement of Science AAAS Science Policy Fellow. She then served as the senior assistant to the NIH principal deputy director from 2006 to 2010, providing primary staff support for several NIH leadership committees, including the NIH Steering Committee and the NIH Advisory Committee to the Director, and for Institute and Center Directors' meetings. Burgoon received her bachelor's degree from Oberlin College, a master's degree from California State University, Northridge, and her PhD in physiology from The Ohio State University.



Panelist: Valerie Cofield,
Chief Strategy Officer of the
Department of Homeland Security's
Cybersecurity and Infrastructure
Security Agency (CISA)

Val Cofield serves as the Chief Strategy Officer of the Department of Homeland Security's Cybersecurity and Infrastructure Security Agency (CISA).



Ms. Cofield serves as the principal policy and strategic adviser to Agency leadership and senior management, integrating strategy across all the organization's mission areas and ensuring policy, strategy, and operational consistency throughout the Agency.

Prior to CISA, Ms. Cofield served at the FBI for 22 years in a variety of roles. She was a Deputy Assistant Director (DAD) for the Cyber Capabilities Branch within the FBI's Cyber Division where she led coordination and deployment of the division's technical tools and capabilities, and oversaw cyber-related training, recruiting, hiring, and budgeting for the division. She also served in a senior executive role as chief of staff of the Science and Technology Branch and as a DAD of the Digital Transformation Office (DTO).

In 2019, Ms. Cofield was selected as the FBI's senior detail to the Cyberspace Solarium Commission. Its mission was to develop a national strategy for preventing cyberattacks of significant consequences. While on the Commission, Ms. Cofield was a Senior Director and Task Force Lead. The Commission completed its report in March of 2020 with over 75 recommendations, 25 of which were included in the FY21 NDAA and enacted into law.

Panelist: Mini Timmaraju,
Senior Advisor to the Director
(OPM)

Mini Timmaraju is Senior Advisor to the Director at the Office of Personnel Management, under the Biden-Harris Administration. In this capacity she advises the OPM Director and agency leadership on various initiatives with a focus on diversity, equity, inclusion and accessibility policy, strategy, and best practices.



Prior to coming to OPM, Mini served as an Executive Director on the Diversity, Equity and Inclusion team at Comcast Corporation and has held various roles in Congress and advocacy organizations with a focus on gender and civil rights policy.

Mini holds a bachelor's degree from the University of California at Berkeley and a law degree from the University of Houston. She currently resides in Philadelphia, PA with her husband Ken and their sons Satya and Krishna.





Virtual Leadership Summit II

★ COMPLIANCE ★ DIVERSITY ★ LEGISLATIVE ★ TRAINING

Federally Employed Women (FEW) is an organization soaring to new heights with professional development that empowers our members to promote equity, diversity and inclusion of women in the federal government.



FEW works to end sex and gender discrimination, to encourage diversity for the inclusion and equity in the workplace, and for the advancement and professional growth of women in the federal service.

To learn more and join, visit www.FEW.org

**WORKING FOR THE ADVANCEMENT OF WOMEN
IN THE GOVERNMENT SINCE 1968**

FEW

P3 Purpose Driven Leadership to Maximize Healthcare Operations

Aspiring leaders all have different types and levels of skill, experience and formal training. These unique differences can quickly become force multipliers for leaders that are ready to be fully engaged and take on full ownership for their organization, or can quickly lead to challenges when deficiencies in core knowledge and an inability to execute successfully surface. Anyone can be successful one year, however to be successful over time requires purposeful leadership. During this plenary session, attendees will learn the “7 must haves” that a leader needs to incorporate into their day to day leadership to not only drive success within their organization, but to also avoid landmines that can easily impact future success when not navigated appropriately. This presentation will serve as a barometer for attendees as they reflect on their own leadership style and either confirm that they are running their operations successfully or identify that it is time to make some necessary changes to ensure your long term success.



Dr. David Omura, Director/Chief Executive Officer Columbia VA Health Care System

David L. Omura was appointed Medical Center Director/CEO for the Columbia VA Health Care System on March 19, 2017 and was sworn in as a member of the Senior Executive Service on March 20, 2017. Dr. Omura provides oversight and leadership of a healthcare system that includes a medical center located in Columbia, SC; and seven Community Based Outpatient Clinics that cover 2/3rd the state of South Carolina. This health care system serves more than 84,000 Veterans, is staffed by 2,950 employees, and has an operating budget of \$730M.

Prior to Dr. Omura’s appointment to this role, he served as the Medical Center Associate Director/Chief Operations Officer since September 2012. In this role, he was held operational oversight over fiscal, human resources, engineering, safety, privacy, logistics, and the business office. Preceding his roles in executive leadership, Dr. Omura served in clinical and administrative roles both at the North Florida/South Georgia Veterans Health System and the University of Florida Health System.

Dr. Omura is a New York native, earning his Master of Science degree in Physical Therapy from Boston University, his Master in Health Care Administration from the University of Florida, and his Doctorate in Physical Therapy from Mass General Hospital Institute of Health Professions. He is actively engaged with stakeholders at a local, state and national level serving on the board or as a member of multiple organization, such as the American Hospital Association, American Red Cross, South Carolina Hospital Association, American College of Healthcare Executives and the Federal Asian Pacific American Council. Dr. Omura is passionate about developing our future leaders, and through his commitment to our up and coming leaders he takes on new mentees annually and serves as an Adjunct Faculty at the University of South Carolina.



P4 Leadership Forum:

Purpose Driven Service in a Diversity, Equity and Inclusion (DEI) Environment (DOD)

Women and people of color are often underrepresented at senior levels, this affinity bias risks entrenching existing gaps in opportunity and the Army, along with other services, are working fast to change all of this. The US military is making sweeping movements to remove bias and promote more diversity within their ranks. Last year, the Army removed photos, gender, ethnicity and race from board files for promotion. This panel of senior leaders will discuss how diversity in the military is actually a source of power and winning organizations need to be inclusive and diverse. Equality is more than just a word and each one of these general officers is known for leading positive change in the organizations they have led and command. Listen to them discuss these changes in the military and what they have experienced in their careers.

Moderator: Lt Col Arnel P. David

Lt. Col Arnel P. David is a Civil Affairs officer and Army Strategist serving in the United Kingdom with the NATO



Allied Rapid Reaction Corps as the DACOS G5. He has served multiple tours of duty in conventional and special operations units where he deployed to the Middle East, Central Asia, and Pacific.

Lt. Col David, a distinguished military graduate from Valley Forge Military College, has a MA from University of Oklahoma and completed an MMAS in the Local Dynamics of War Scholars Program at the U.S. Army Command and General Staff College. He recently completed an Artificial Intelligence Programme at the University of Oxford Saïd Business School and is a PhD candidate with King's College London.

He is a co-author of *Military Strategy in the 21st Century: People, Connectivity and Competition*.

Panelist: Major General Antonio Aguto, General Commander 3rd Infantry Division (ARMY)

Major General Aguto assumed command of the 3rd Infantry Division on June 3 2019. He was



commissioned an Armor Officer from the United States Military Academy in 1988. He later served as an Armor Company Commander in Bosnia, Herzegovina; and Aide-de-Camp to Commander.

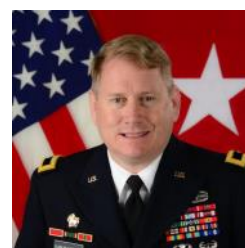
From November 2005 to June 2006, Major General Aguto commanded 2-14 Cavalry Squadron, 1st Brigade (Stryker Brigade Combat Team), 25th Infantry, Fort Lewis, Washington. Major General Aguto became the Commander of 4th Squadron, 2nd Stryker Cavalry Regiment after 1st Brigade reflagged to the 2nd Stryker Cavalry Regiment on 1 June 2006 in Vilseck, Germany. He commanded the Squadron in support of Operation Iraqi Freedom 07-09 in Baghdad and Diyala, Iraq from 2007-2008.

From 2010-2012, Major General Aguto commanded the 11th Armored Cavalry Regiment – Blackhorse – at the National Training Center, Fort Irwin, California. From 2012-2015, Major General Aguto worked for TRADOC, both as the Chief of Staff, Combined Arms Center, Fort Leavenworth, Kansas and the Executive Officer to the Commanding General, Fort Eustis, Virginia. Major General

Aguto was assigned as the Deputy Commanding General of Operations, 7th Infantry Division, Joint Base Lewis McChord, Washington, from 2015-2016. During that time, he deployed to Kandahar, Afghanistan to serve concurrently as the Commanding General for Combined Joint Task Force-7 (CJTF-7), Train, Advise, Assist Command - South (TAAC-S) as part of Operation FREEDOM'S SENTINEL and NATO Resolute Support. From July 2016 to May 2018, Major General Aguto was assigned as the Commanding General, 7th Army Training Command, United States Army Europe, Germany.

Panelist: Brigadier General Matthew Van Wagenen, Deputy Chief of Staff-Operations (DCOS OPS) of NATO, Allied Rapid Reaction Corps

Brig. General Matthew J Van Wagenen currently serves as Deputy Chief of Staff-Operations (DCOS OPS) of



NATO, Allied Rapid Reaction Corps. Prior to this assignment he was the deputy commanding general of 3rd (UK) division. He previously served as the commander of task force Southeast in Gardez City, Paktia Province, Afghanistan from March to August 2017. He participated in numerous combat operations, such as the Battle for Ar Ramadi in 2006. He assumed his current assignment in October 2019.

P4. PLENARY

Panelist: Major General Suzanne Vares-Lum, Mobilization Assistant to the Commander at U.S. Indo-Pacific Command (ARMY)



Major General Suzanne Vares-Lum was the first Native Hawaiian woman to become an Army general.

She was an intelligence officer whose assignments spanned the Cold War to the Iraq War. For the last five years Vares-Lum has worked at U.S. Indo-Pacific Command at Camp Smith, most recently as Mobilization Assistant to the Commander.

Major General Vares-Lum was commissioned as a Distinguished Military Graduate in the Military Intelligence Corps on May 15, 1988 through the ROTC program at the University of Hawaii at Manoa.

MG Vares-Lum's military schools include the Military Intelligence Officer Basic Course, Military Intelligence Officer Advanced Course, Combined Arms and Services Staff School, Command and General Staff Officer's Course, the U.S. Army War College (DDE), Airborne School, and Air Assault School.

MG Vares-Lum's awards include the Legion of Merit, Bronze Star Medal, Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, National Defense Service Medal, and Global War on Terrorism Expeditionary Medal, Armed Forces Reserve Medal, Army Service Ribbon, Overseas Service Ribbon, and the Iraqi Campaign Medal.

Panelist: Major General Garrett S. Yee, Assistant to the Director, DISA



Major General Garrett S. Yee is the assistant to the director of the Defense Information Systems Agency (DISA). Prior to this assignment,

Yee served as the military deputy to the Army CIO/G-6 and senior information security officer in the Office of the Chief Information Officer (CIO)/G6, Headquarters, Department of the Army in the Pentagon.

MG Yee, a native of Fremont, California, received his commission in the Army upon graduation from Santa Clara University. He later earned a Master of Business Administration from Golden Gate University and Master of Science in Strategic Studies from the Army War College.

MG Yee's awards and decorations include the Army Distinguished Service Medal, Legion of Merit, Bronze Star Medal, Defense Meritorious Service Medal, Meritorious Service Medal, Army Commendation Medal, Army Achievement Medal, Iraq Campaign Medal, Afghanistan Campaign Medal, NATO Medal, Parachutist Badge and German Armed Forces Badge for Military Proficiency. He is also a recipient of the National Infantry Association Order of Saint- Maurice and the Signal Corps Bronze Order of Mercury.

Panelist: Major General Viet Xuan Luong, Commander, United States Army Japan



Major General Viet Luong is the Commanding General for United States Army, Japan/I Corps Forward.

He is the first American officer promoted to general officer rank who was born in Vietnam. He emigrated from Vietnam with his family to the United States in 1975 as a political refugee. He became the first Vietnamese-American general in 2014 and commanded from rifle platoon up to flag level.

MG Luong was a commander during a deployment to Iraq from 2005 to 2006, as well as the 3rd Brigade, 101st Infantry Division in Afghanistan in 2010-11. He also served as chief of staff at U.S. Army Central. In 2012, he attended Stanford University as a National Security Fellow, where he focused on U.S.-China policy under the tutelage of former Secretary of Defense, Dr. William Perry.

In addition to his military awards and recognitions, MG Luong is a recipient of the 2010 Daughters of the American Revolution's Americanism Medal and 2016 Andrew Carnegie Great Immigrant.



P5 Diversity, Equity, Inclusion (DEI), and Accessibility in a Government Workforce (OPM)

Mini Timmaraju, Senior Advisor



Mini Timmaraju is a Senior Advisor to the Director of the Office of Personnel Management, under the Biden-Harris

Administration. In this capacity she advises the OPM Director and agency leadership on various initiatives with a focus on diversity, equity, inclusion and accessibility policy, strategy, and best practices.

Prior to coming to OPM, Mini served as an Executive Director on the Diversity, Equity and Inclusion team at Comcast Corporation and has held various roles in Congress and advocacy organizations with a focus on gender and civil rights policy.

Mini holds a bachelor's degree from the University of California at Berkeley and a law degree from the University of Houston. She currently resides in Philadelphia, PA with her husband Ken and their sons Satya and Krishna.

Tiffany Worthy, Senior Advisor, Appointee Leadership Development



Tiffany Worthy is the Senior Advisor for Appointee Leadership Development at the Office of Personnel Management under the Biden-Harris Administration.

In this capacity, she coordinates with the White House Presidential Personnel Office and advises the OPM Director on leadership development for Biden-Harris appointees.

Tiffany comes to OPM with over 13 years of experience in leadership devel-

opment, teaching, and training, and she most recently served on the Biden-Harris transition team. Previously, she worked at the Obama Foundation where she led instructional design of online and blended learning for community leadership programming.

Tiffany also supported the leadership of thousands of teachers, who identify with communities underrepresented in political leadership, interested in running for office or working on campaigns as a Program Director at Leadership for Educational Equity. She has served as the Youth Vote Director in Michigan for the 2012 Obama campaign, taught middle school and high school English in Washington, D.C., and worked as a field organizer on the 2008 Obama campaign.

Tiffany received a Bachelor of Arts degree from Michigan State University and earned a Master of Arts in Teaching at American University

Jason Tengco, White House Liaison



Jason Tengco is the White House Liaison for the Office of Personnel Management (OPM) under the Biden-Harris Administration. In

this capacity, he serves as the primary advisor to the White House and OPM senior leadership on hiring the agency's political appointees, manages priority projects with the Presidential Personnel Office, and supervises the processing of non-career appointments across the federal government.

Jason brings over a decade of experience in public service and community organizing working for the White House, Congress, presidential campaigns, and nonprofit organizations. He previously served as the Asian American and Pacific Islander (AAPI) Outreach Lead for the

Biden-Harris transition team, as Coalitions Chief of Staff for Biden for President, Executive Director of the National Federation of Filipino American Associations, National AAPI Outreach Director for Hillary for America, and Deputy Director of the White House Initiative on AAPIs under the Obama-Biden Administration.

Throughout his career, Jason has participated in fellowships with the Asian Pacific American Leadership Institute, LGBTQ Victory Institute, Filipino Young Leaders Program, New Leaders Council, Asian Pacific American Institute for Congressional Studies, Asian Pacific American Labor Alliance, Center for Progressive Leadership, and Public Policy and International Affairs Program.

Born and raised in the San Francisco Bay Area, Jason has a B.A. in Political Science from UCLA and a Master's in Public Affairs from UC Berkeley's Goldman School of Public Policy.

Theodora Chang, Special Assistant



Theodora (Theo) Chang serves as the Special Assistant to the Director at the Office of Personnel Management under the Biden-Harris Administration.

Prior to this position, Theo held various positions in public sector and nonprofit organizations, including D.C. Public Schools, the U.S. Department of Education, the Center for American Progress and most recently the Partnership for Public Service. Additionally, she served as an advisor to the Director of the National Park Service at the U.S. Department of the Interior during the Obama-Biden administration.

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THURSDAY, MAY 27, 2021

P6 Diversity Equity & Inclusion (DEI) in an Intelligence World (Intelligence Community)

This interactive session, led by U.S. Intelligence Community (IC) professionals, provides insight into the intelligence community and how DEI is leveraged to expand capabilities, knowledge and expertise in a complex, ever changing environment.

Moderator: Anish Bhatt, Office of the Director of National Intelligence (ONDI)

Anish R. Bhatt has served as an analyst in Office of the Director of National Intelligence



(ODNI) since 2009. In January 2021, he was selected for the National Counterterrorism Center's (NCTC) Senior Analytic Service, where he has served as a Senior Analyst since February 2019. From 2017 to 2019, he served as India/Subcontinent Director for the National Intelligence Manager for South Asia and previously served as NCTC's topical lead for Afghanistan/Homeland counterterrorism from 2012-2017. He currently co-chairs the IC's Asian American & Pacific Islander Affinity Network (IC APAN).

Panelist: RDML Andrew M. Sugimoto, Assistant Commandant for Intelligence (USCG)

RDML Sugimoto currently serves as the Coast Guard's Assistant Commandant for Intelligence.



As the Coast Guard's Chief of Intelligence, he leads the efforts of more than 1,100 intelligence professionals who conduct the service's intelligence programs, to include collection activities, analysis and production, geospatial intelligence, counter-intelligence, cryptology and critical IT and security functions.

Prior to his arrival to Coast Guard headquarters, RDML Sugimoto served as the Chief of Staff of the Eighth Coast Guard District.

Panelist: Dr. Roy C. Pettis Jr., Assistant Director of National Intelligence for Acquisition, Procurement

Dr. Roy Pettis is the Assistant Director of National Intelligence for Acquisition, Procurement and



Facilities (ADNI/AP&F). He serves as the Intelligence Community (IC) Senior Acquisition Executive (SAE) supporting the DNI Milestone Decision Authority (MDA) in executing IC acquisition authorities of NIP-funded acquisitions.

Dr. Pettis joined ODNI in 2006, and previously held several leadership positions in the Systems and Resources Analyses (SRA) organization since its 2009 standup. Prior to ODNI, Dr. Pettis was the Science Advisor for Missiles and Space in the Bureau of Arms Control of the U.S. Department of State.

Before State, Dr. Pettis worked at Lockheed Martin Missiles and Space, where he served as a Program Manager, as Chief System Engineer for three complex spacecraft systems, and as Manager of Systems Engineering for Space Systems.



Panelist: Anjuma Karkera, Deputy Chief of Staff, National Geospatial-Intelligence Agency (NGA)



Ms. Anjuma Goswami Karkera serves as the Deputy Chief of Staff for the National Geospatial-

Intelligence Agency (NGA). She is also dual-hatted as the Director of Corporate Operations which oversees NGA's corporate policy, governance, resource management, program management, protocol, and strategic engagements.

Ms. Karkera joined NGA in 2014. Since joining, Ms. Karkera has served in several senior leadership roles to include being the Acting Deputy General Counsel, Associate General Counsel of Administrative Law and Litigation, and Acting Associate General Counsel for Mission and International Law. Prior to NGA, Ms. Karkera was the embedded Assistant General Counsel in the Equal Opportunity and Diversity Management Office (EO) at the Defense Intelligence Agency (DIA). Prior to becoming member of DIA's Office of General Counsel, Ms. Karkera was an attorney at the Department of Labor (DOL), Office of the Solicitor General.

Ms. Karkera's other experiences range from being Of Counsel to Patrick Henry LLP, the President and owner of her own law firm, to serving as a judicial law clerk at the Superior Court for the District of Columbia.

Panelist: Cynthia J. Mendoza, Chief Technology Officer, Bureau of Intelligence and Research (INR), U.S. Department of State



Dr. Cynthia J. Mendoza serves as the Chief Technology Officer at the Bureau of Intelligence and Research (INR),

U.S. Department of State. Prior to this assignment she was the Acting Deputy Chief Information Officer (CIO) and the Intelligence Community (IC) Chief Architect at the Office of the Director of National Intelligence (ODNI). Prior to this role, she served as the Director of the Architecture and Integration Division (AID) and IC Chief Architect for the Office of the IC CIO.

Dr. Mendoza has served as the National Geospatial-Intelligence Agency's (NGA) Information Management Program (IMP) Advisor, Chief Engineer of the Agency, Director of the Architecture and Engineering Group, and the Deputy Director (DD) of the Strategic Planning Group within NGA's Chief Information Officer (CIO) and IT Directorate (CIO-T). Dr. Mendoza also served as Director of the National Center for Geospatial-Intelligence (GEOINT) Standards and Director of the Acquisition Enterprise Support Program Office for Agency Support Services contracts.

Dr. Mendoza has more than 30 years of experience leading government and industry organizations; prior to her government service, she worked as Vice President of Operations for Galactic Technologies, Inc., in San Antonio, Texas, where she led industry and government contracts, including services to the Air Force Intelligence Agency.

Panelist: Daniel Wang, Director of CIA Labs

Mr. Dan Wang has extensive experience in public-private partnerships and currently serves as the Director of CIA Labs. He previously worked with In-Q-Tel as a national security manager.

Dan Wang has held leadership responsibilities in areas including identity, technical tradecraft, and mission applications, since he joined the CIA and has served in a variety of engineering development, acquisition, staff, and management positions in the Directorate of Science & Technology.

Mr. Wang received his B.S.E from Duke University, completed his M.I.S. at Johns Hopkins University, and is a fellow with MIT's Seminar XXI. He has private industry experience specifically in the financial services, telecommunications, and automotive industries. Mr. Wang resides in Virginia with his family.



WORKSHOP 1

A1. Agile Leadership in Times of Crisis

Colonel Matelski is a Garrison Commander in Japan. He, like many others, have had to lead during this challenging global pandemic. He will discuss leadership during times of crisis, but not just during COVID, rather, he will cover decades of experience as a special operations civil affairs officer working in the most demanding environments.

Col. Thomas R Matelski

Col. Tom Matelski has been the Commander of U.S. Garrison-Japan after arriving in July 2019 following his previous assignment at U.S. Indo-Pacific Command, as the Director of the Commander's Action Group (CAG) for ADM Philip Davidson.

He was faculty at the Daniel K. Inouye Asia-Pacific Center for Security Studies from 2015-2016 as a U.S. Army Senior Service College Fellow after serving as the Battalion commander for the 97th Civil Affairs Battalion (Airborne), an Asia-Pacific aligned organization supporting Special Operations.

Col. Matelski holds a BS in Biological Sciences (Microbiology) from the University of Wisconsin-Milwaukee, and a Master's Degree in Military Arts and Sciences from the US Army School for Advanced Military Studies (SAMS). He was commissioned as an Army officer through Marquette University ROTC in Milwaukee, Wisconsin.

Col. Matelski has taken part in five contingency deployments over the last 20 years including operations in Iraq in 2003 and 2004, plus multiple tours at various levels in Afghanistan in 2002, 2006, and 2009. He has been focused on Civil Military operations in special operations since 2002, focusing most recently on strategies to prevent/mitigate conflict throughout Asia in Sri Lanka, the Maldives, Nepal, Indonesia, Cambodia, Philippines, Bangladesh, and Korea.

Col. Matelski is an experienced operational and strategic level planner having lead and authored contingency plans for the Middle East, the US Integrated Civil Military campaign plan for Afghanistan, and developed the concept for the Civil Military Advisory Group focused on developing systemic relationships between governmental, and nongovernmental organizations, with civil military efforts around the globe. He lead the effort to develop ADM Davidson's 5 year vision for a Free and Open Indo-Pacific as a part of the 2018 National Defense Strategy integration.

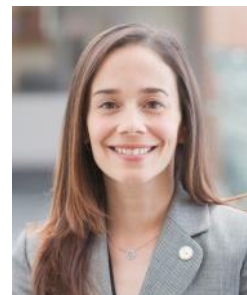


B1. The Art of Inclusive Leadership

The Art of Inclusive Leadership will review components of Inclusivity in the Workplace. Areas that will be reviewed are Diversity, Inclusion, Belonging, and Equity. There are three different types of leadership. The qualities that make an Inclusive Leader will also be reviewed as well as what goals to consider when thinking about Inclusive Leadership. This will look at areas such as Culture, Relationships, as well as the Self. At the core, Inclusive Leadership is about how to nurture relationships. Your Emotional Quotient is also part of Inclusive Leadership and there are five areas that will be reviewed during this course as well. How Inclusive Leaders also behave in the workplace will be considered through the 6 Cs. Lastly, you will learn how to become an Inclusive Leader.

Glorimar Maldonado, USPTO

Glorimar Maldonado is the Diversity Program Manager for the U.S. Patent and Trademark Office at the U.S. Department of Commerce in Alexandria, VA. In this role, she provides policy review, technical guidance, data-driven analyses, and strategic leadership to recruit, retain and engage a prepared, diverse and sustainable workforce. Further, as an instructor, she conducts employment and professional/leadership development workshops and K-12 activities that promote careers in mathematics and the sciences.



Previously, Ms. Maldonado was the Interim Deputy Director for Talent Acquisition and the Chief Recruitment Officer for the U.S. Department of Health and Human Services. In this role, she developed, reviewed and implemented policies, programs and initiatives to streamline and improve federal hiring and retention practices, promote Diversity and Inclusion, and provide employment and professional development training to federal employees in various agencies.

Ms. Maldonado has also been a senior advisor for the Strategic Programs Office at the Centers for Disease Control and Prevention, where she developed, implemented and managed Hispanic recruitment and outreach programs and initiatives.

Additionally, prior to joining the CDC, she was the chief of staff for the White House Initiative on Educational Excellence for Hispanics. In this role, she supervised the daily operations of the office, including strategic planning, social media campaigns, management of staff, and the development and implementation of Presidential outreach programs.

Ms. Maldonado holds a B.A. in English, history and psychology and an MS in leadership

C1. Achieving Human Connection in Leadership

This workshop will inspire you as leaders to think about how the purposeful use of human connection can drive your leadership style in work and in life. This workshop will specifically review the 9 commitments of leadership and identify key concepts when working with people from the LGBT community and People with Disabilities. You will be given information regarding how to understand perseverance displayed by these populations as well as understand the three components of empathy. This course will also share the definition of what communication is as well as understand the six effective communication techniques to utilize as a leader when working with these specific communities so your value systems as well as how that translates with others can be shared effectively. Lastly, you will become familiar with the 5 principles of communicating in difficult times. This course will help in building close relationships, help with conducting negotiations, and help in building careers. It considers how to look at the whole person in your role as a leader.

Rosimar Hernandez, VA

Born and raised in Puerto Rico, Rosimar Hernandez made it her personal mission to demonstrate that any goal could be achieved with faith, perseverance, believing in yourself and with the assistance of other people that will help you along your way. In order to prove her theory she started doing things that “society” thought to be impossible for example, she became a professional model, actress and practiced extreme sports including adaptive water skiing, scuba diving, fencing and last but not least demonstrated that although they say the sky is the limit, even that is reachable too, when she sky dived from 10,500 feet with a free fall of 5,500 feet.



Currently Rosimar is a Drama Therapist-Board Certified Trainer, License Professional Counselor, Licensed Creative Arts Therapist and a Certified Dementia Care Partner with 15 years of experience in her field. She is presently the primary therapist at the Lake City VA Hospital's Memory Care Unit. Rosimar is also an active member of the VA's Interdisciplinary Transgender Treatment Team and on 2018 received the Excellence in Government Gold Award in the category of Equal Employment Opportunity/Diversity Inclusion for her work using drama therapy's role theory to improve the quality of life of our transgender veterans.

D1 Building Your Purpose Driven Federal Network

Building Your Purpose Driven Federal Network is a course that will begin in Part 1, with what to consider in how to define your purpose. In Part 2, you will determine the types of networking you are trying to achieve. This section will review different components and types of approaches when building your purpose driven federal network. There will be activities and examples shared. In Part 3, you will consider how to create the themes and sight lines when standardizing your email communications within your agency and across agencies. In Part 4, You will be given advice regarding how to use the FAPAC Conference to expand your networking efforts. Lastly, you will be given examples of how to use social media to expand your purpose driven federal network using different social media handlers to spread the word by making Friends, Connecting, Following, and Subscribing using #FAPACNLTP2021 and #JoinMyNet.

Mary Allen Lausman, VA

Mary Allen Austria Lausman is Administrative Officer for Physical Medicine and Rehabilitation Service, Minority Veterans Program Coordinator, and the Diversity and Inclusion Council Co-Chair for North Florida/South Georgia Veterans Health System. She is Federal Asian Pacific American Council (FAPAC) Program Committee Co-Chair and Member of the VISN 8 Diversity and Inclusion Subcommittee.



Mary Allen is a Two-Time National VA Secretary's Diversity and Inclusion Excellence Award Winner, for the Team and individual Supervisor/Manager Categories, respectively. She is most proud of her work as a Healthcare Administrator and leader during this time of COVID. She is thankful to the leadership team and staff she leads and supports every single day. Their humanity, compassion, and ability to adapt during one of the hardest years in known history, made her thankful that she was there to see the team's growth, inclusive mindset, and supportive nature in the workplace and in support of the community at large. She is also thankful for her opportunity to work with the FAPAC National Leadership Training Program 2021 team to make this the first virtual NLTP in FAPAC's history.

She graduated with her Bachelor's degree in Molecular and Cellular Neuroscience in 2000 and her Master's degree in Health Administration in 2003, from the University of Florida. She completed her Fellowship in the VA Graduate Health Administration Training Program in 2005 in Gainesville, Florida and graduated from the FAPAC Competency Development Program for High Performers in 2019.

WORKSHOP 2

A2. Building Adaptive Leadership to Overcome Adversity

Retired Colonel Mike Loos was an infantry officer who worked in some of the most interesting organizations in the US Army. In some of his last posts, he commanded the Asymmetric Warfare Group and worked in Army Cyber Command. He will discuss leadership and how developing leaders must evolve to take an adaptive approach to problems. It is these types of leaders that will ensure the United States has resilient organizations capable of withstanding the winds of change.

Mike Loos, Dataminr



Mike Loos is a career U.S. Army Soldier. He started as a Ranger and NCO in the 75th Ranger Regiment. Graduating from West Point, he was commissioned in the Infantry and went on to numerous assignments spanning the Army across special operations and conventional force units. As a colonel, he commanded the U.S. Army's

Asymmetric Warfare Group, focusing Army level effort on current combat theaters as well as future and irregular warfare. In addition to multiple combat tours in Afghanistan and Iraq, he also served in the United States Army Cyber Command, and most recently supported senior leadership in the United States Army Deputy Chief of Staff for Operations, G-3/5/7. Mike is currently a VP in Dataminr, a world leading AI business. He is also co-founder of ETS-Sponsorship, a non-profit organization that eases transitioning servicemembers' journeys. Mike enjoys all things outdoors, gardening, and taking long walks with his family pet.



FAPAC CDP 2020 GRADUATION

B2. Facts About Title VII Protections

Facts About Title VII Protections will review the vision, mission, and work of the Equal Employment Opportunity Commission. An explanation of what employees are covered under Title VII will also be explained. Specific Acts will be reviewed such as the Equal Pay Act of 1963, Age Discrimination in Employment Act of 1967, Americans with Disabilities Act of 1990, and the Civil Rights Act of 1964 (Title VII). You will also be shown how these protections apply and impact employees in the workplace.

Patricia McMahon, EEOC

Patricia McMahon serves as the Outreach and Education Program Coordinator for the United States Equal Employment Opportunity Commission (EEOC) - Denver Field Office. In this role she serves as a speaker and panelist on technical aspects of EEOC's policies and procedures.



Ms. McMahon began her career with EEOC after graduating with honors from Metropolitan State University of Denver. She also serves several different roles at EEOC. As the Public Affairs Officer for the Denver Field Office she oversees and coordinates message development, communications planning, and media relations, including all social media, for the EEOC - Denver Field Office. She serves as a trainer with the EEOC National Training Institute with special certification to provide training for EEOC's Respect in the Workplace, a training program focused on respect, acceptable workplace conduct, and the types of behaviors that contribute to a respectful and inclusive workplace. Ms. McMahon is also the congressional liaison for the Denver Field Office. In this role, she interacts with Congressional representatives to facilitate communication between congressional constituents and the Denver Field Office, provides guidance on navigating the EEOC process, and assists Congressional offices with constituent inquiries. She is also the Language Assistance Officer (LAO) for the Denver Field Office under the Language Access Plan which is overseen by the EEOC-Office of Federal Programs.

Ms. McMahon currently serves on numerous committees and workgroups and recently assumed the duties of Region VIII Lead for the White House Initiative on Asian Americans and Pacific Islanders. She served on the 2013-14 FAPAC Workforce Diversity Challenge Team.

In her spare time, Ms. McMahon enjoys writing. She is the author of two books. One is detective fiction and the other humor fiction.

C2. Strategic Planning for IDPs: Charting the Way for Successful Career Progression

The art of crafting strategically calculated Individual Development Plans (IDPs) is a cornerstone for one's successful career progression. The proposed deliverable will focus on the underpinnings and nuances of designing a sustainable and achievable IDP, the SMART goal setting process of this quasi-contract between the employee and management, and how to effectively calculate professional and personal development endeavors that transcend multiple fiscal year IDPs that are inherently grounded upon OPM's ECQs that cultivate continued career advancement. Constructing a personalized needs assessment, formulating short and long-term goals, and the application of charting milestones to track progress as well as the analysis of work products aligned with IDP precepts will be discussed to accurately plot an employee's projected development throughout their career.

Robert M. Baggett, USDA



Robert Baggett is the Special Agent-in-Charge for the USDA Office of Inspector General's Investigations Liaison and Special Operations Division and is the FAPAC Region 4 Director. During his past 20 years of public service, he has held various positions with local, state, and federal government agencies to include the U.S.

Department of State's Foreign Service. As a credentialed educator, he has created and employed curriculum initiatives that focused on the enhancement of employee performance to include leadership and managerial skillset development. Recent achievements on this front include creating a professional development program for the State Department where its concepts and deliverables were highlighted by the Bureau of Consular Affairs and Diplomatic Security, and have also been utilized by U.S. Ambassadors during their Country Team Meetings. As a member of the USDA-OIG Succession Planning Task Force, Robert worked with senior leadership to realign performance plans and constructed specialized curricula, mentoring, and coaching applications in support of utilizing OPM's ECQs to prepare the next generation of the agency's leaders.

Robert is a mentor for the San Francisco Federal Executive Board's Leadership Development Program. As an adjunct professor, he also teaches courses in public administration, justice studies, and general education.

D2. Thriving with Resilience

The Thriving with Resilience course will give you helpful tools to address your personal and professional life. The course will go over five key areas: Change Happens, Chaos Outside Brings Us Within, Self-Awareness is Fundamental, Small Victories Shift the Momentum, and Resilience Can Be Cultivated. After this course, you will have tools to utilize from a Whole Health perspective using Practiced Self-Awareness to be able to Thrive with Resilience. Just remember: Small Wins Can Shift the Momentum. Darlene Jenkins, Public Relations Liaison and Trainer, Affordable Benefits Solutions



Aditya Arya, VA

Aditya Arya, FNP-BC, MSN, works as a Nurse Practitioner at the Department of Veteran's Affairs helping improve health outcomes and traverse the "dis-ease". He also serves as a transformation coach, technology consultant, and yogi.



WORKSHOP 3

A3. Creating Strategic Thinkers & Change Agents in DOD

Lt Col (Promotable) Arnel P. David is the co-author of “Military Strategy in the 21st Century: People, Connectivity, and Competition”. He is an US Army Strategist and will discuss what he has learned over decades, working in both conventional and special operations units, to drive change and produce strategic thinkers. He will not only share success stories but discuss why failure is vital to learning, as well. A short message from the Chief of Staff from the Deputy Secretary of Defense will also share some thoughts during this session.

Lt. Col Arnel P. David, US Army, and Dr. Radha Iyengar Plumb, DoD



Lt Col Arnel P. David is a Civil Affairs officer and Army Strategist serving in the United Kingdom with the NATO Allied Rapid Reaction Corps as the DACOS G5. He has served multiple tours of duty in conventional and special operations units where he deployed to the Middle East, Central Asia, and Pacific. He is a distinguished military graduate from Valley Forge Military College, has an MA from University of Oklahoma and completed an MMAS in the Local Dynamics of War Scholars Program at the U.S. Army Command and General Staff College. He recently completed an Artificial Intelligence Programme at the University of Oxford Saïd Business School and is a PhD candidate with King's College London. He is a co-author of *Military Strategy in the 21st Century: People, Connectivity and Competition*.



Radha Iyengar Plumb is the Chief of Staff of the Deputy Secretary of Defense. Prior to her appointment as Chief of Staff, she was the Director of Research and Insights for Trust & Safety at Google and had previously served as Global Head of Policy Analysis at Facebook. Before her Silicon Valley work, She was a senior economist at the RAND Corporation. From 2014-2015, She served as the Deputy Chief of Staff to

the Deputy Secretary of Energy. She has also served as the director of personnel and readiness at the National Security Council where she was instrumental on executive actions on sexual assault in the military. She also served as policy advisor and Chief of Staff to the Assistant Secretary of Defense for Special Operations and Low Intensity Conflict, and as a civilian in Afghanistan conducting measurement and assessment work to support the Counterinsurgency Advisory and Assistance Team for the Commander, ISAF.

B3. Personal Leadership

This is the Personal Story of Officer Leth Oun on his experiences throughout his life and how Personal Leadership has shaped him throughout the years. From his time as an initial Political Refugee to America, to working as a dish washer, working in a supermarket, and how that shaped his first years in America. His story during his time in college, his years as a civilian, to his time as a military and Secret Service Agent. Have you ever wondered How does a Cambodian Refugee becomes that First to Serve in the Secret Service in 150 years? Officer Oun will tell you, through his Personal Leadership, regarding how that American Dream was possible.

Leth Oun, Secret Service

Leth Oun joined the United States Secret Service Uniformed Division in 2002 after serving for over three years as a correctional officer for the Department of Justice in Philadelphia. A veteran Secret Service officer, he is an expert in all manners of security, including handling and training bomb-detecting dogs. He has protected Presidents and Vice Presidents in four administrations in forty-nine states and more than a dozen countries. Leth regularly stands guard at the White House, and currently is assigned to the Vice President's residence. He is a 1998 graduate of Widener University where he majored in Sociology and minored in Criminal Justice. Before going to work for the federal government twenty years ago, Leth worked numerous jobs that ranged from bank teller to clerking at convenience stores to washing dishes for \$3.15 an hour. A political refugee who arrived in America in 1983, he became an American citizen in 1990. He and his wife, Sophy, also a survivor of the Killing Fields, have been married since 1985 and have two grown children. A literary agent in New York is working with Leth to find a publisher. He has written a memoir entitled *A Refugee's American Dream: From the Killing Fields of Cambodia to the U.S. Secret Service* with co-author Joe Samuel Starnes.



C3. Future Work: Career Success Strategies to Stay Predictive in a Fast-Shifting World

Global megatrends that dominate our lives will also lead to major sea changes in the marketplace. Equally important, this has resulted in rapid shifts in the workplace. This session looks at the dramatic (and nuanced) changes that almost every professional faces—and how to navigate them successfully. These include customizable and flexible workplaces, multigenerational perspectives, robotization and the need to learn continuously (both faster and deeper). This session addresses these workplace futures and helps you to advance as you engage in Future Work.

Vu Pham, Elevate

As the Chair of Elevate, Vu H. Pham, Ph.D. works with dozens of organizations from the Fortune 500 to government and non-profit agencies. Elevate is a partnership with the University of California, Irvine's Merage School of Business, UC Riverside, California State University Fullerton, UC Office of the President—MESA, and Spectrum Knowledge. The Elevate Program boosts organizational performance and strategic effectiveness through interactive training and data-driven research.



Dr. Pham and his work have been featured on national and international multimedia venues, such as CNN, MSNBC, the Associated Press, Fortune, Voice of America, The Los Angeles Times, KSCI International Television, Diversity, Inc., Strategic Innovators, Asian Week and Radio Free Asia. He has given keynote speeches on numerous occasions and presented at many conferences internationally, and has written for both academic and mainstream publications. Beyond his professional work, Dr. Pham has participated in generating over a million dollars for non-profit groups and donates many hours to them.

D3. Financial Literacy and Wellness

Steve will be introducing the “5-Fingers-Money-Management” about how to manage our financial money and assets, and covering topics including Retirement (SSA, FERS/CSRS and TSP), Healthcare (FEHBP, FEDVIP), FEGLI, and FELTCIP. There will be examples, stories, tips and tools including AI, cellular, wifi etc. technology to help you plan for your retirement, and choose the best medical plans during open season and remain FIT both physically and financially etc. in a very un-orthodox way.

Steve Niu, OPM

Steve Niu joined OPM as the Chief Actuary in March 2008 from the private sector. He has experience in both retirement and healthcare. His former clients include numerous fortune 500 companies, and several state pension, life insurance and healthcare plans. Steve is a Fellow of the Society of Actuaries, Enrolled Actuary with the Joint Board of IRS and a member of the American Academy of Actuaries. Steve is a lifetime member with FAPAC.



WORKSHOP 4

A4. Fostering an Innovation Culture In Government

Retired Colonel Ross Guieb worked directly for the Secretary of the Army and the Army Futures Command 4-Star commanding general to help drive innovative change within the US Army. He continues to serve this purpose as the director for the George W. Bush Combat Development Complex at Texas A&M Engineering Experiment Station. He will share thoughts on what kind of culture is required to nurture innovation.

Col. Ross T. Guieb, DoD

Various past assignments have taken COL Guieb and his family across the country and world. Colonel Guieb's most recent assignment was as the Executive Officer to the Commanding General, Army Futures Command.



His military education and professional associations include: Military Police Officers Basic and Advance Courses; Counter Terrorism Course; Protective Service School, Close Protection Course (UK), Search Advisors Course (UK), Command and General Staff College; the Eisenhower School for National Security Policy and Resource Strategy. Civilian education achievements include: BA, International Relations, University of California; MA, Business and Organizational Security Management, Webster's University; MS Ed, Adult Education, Kansas State University and MS, National Security Policy and Resource Strategy, Eisenhower School (Formerly ICAF). He is also a graduate of the FBI Academy. COL Guieb also received professional certification from the University of St Andrews (Scotland) Centre for the Study of Terrorism. Active member of the International Association of Chiefs of Police, Military Police Association (Lifetime), Industrial College of the Armed Forces Association (Lifetime), Royal Military Police Association (Lifetime) and FBI National Academy Associates.

Colonel Guieb's awards include, Distinguished Service Medal, the Legion of Merit (1OLC), the Bronze Star Medal (1 OLC), Defense Meritorious Service Medal, Meritorious Service Medal (6 OLC), Joint Service Commendation Medal, Combat Action, Air Assault, and Airborne Badges, Joint Meritorious Unit Award, Meritorious Unit Award (2 OLC), Army Service Unit Award, Top Cop state of Hawaii 1997, the Order of the Marechaussee (Silver) and the Freedom of the City of London (Key to the City of London). Army and OSD Staff Badges.

B4. DEI: What's your Leadership D.E.A.L?

DEI: What's your Leadership D.E.A.L? will review Diversity IQ, Effective Communication, Awareness of Bias, and Leader Inclusivity. This DEI course will discuss the changing demographics of the workplace. It will also define Unconscious bias, micro-aggressions, and microinequities and provide examples and its impact on the workplace. The Leadership D.E.A.L and the role of leaders in DEI will also be reviewed. Lastly, behaviors will be identified that can be taken to promote environments of inclusion.

Shella Miller, VISN 8

Shella M. Miller, FACHE, serves as a Business Development and Planning Officer (BDO) in VA Sunshine Healthcare Network (VISN 8). Ms. Miller received her undergraduate degree from the University of Florida, a Masters in Healthcare Administration from the University of South Florida and she is currently a PhD student in Organizational Leadership at Southeastern University in Lakeland, FL. Ms. Miller started her formal VA career as a Graduate Health Administration Program Trainee in the Office of the Director at the Asheville VA Medical Center in 2002. Since entering the VA as a trainee, she has held several positions of progressive responsibility in the VHA system. Prior to her position as VISN 8 BDO in March 2016, she served as the Chief HAS at the Tampa VA hospital. While in that role, she has held several transition appointments as Acting Associate and Assistant Director with various senior leadership teams. Her role as the VISN 8 BDO is to provide oversight, support, and positive transformation of patient administration and business process across network 8. Ms. Miller has a passion for DEI and serves as a Champion for several initiatives in VISN 8. She Co-Chairs the VISN 8 Diversity & Inclusion Committee, serves as a certified facilitator of Stephen Covey Unconscious Bias, and participates on the Office of Nursing Services DEI Council on the national level. Ms. Miller is a Fellow of American College of Health Care Executives since 2007, graduate of the Partnership for Public Service Excellence in Government Program 2009, and Leadership VA class of 2010.



C4. The Power of Partnership: Finding Mentors and Moving Towards Sponsorship

The Power of Partnership will first review the difference between Sponsors, Coaches, and Mentors. You will understand the characteristics of an Ideal Mentor. Throughout the course you will learn how to find Sponsors, Coaches, and Mentors, how to find yourself, how to ask, and how to build the relationship. You will also learn how to complete assessment sharing and discuss realities. The leader in the relationship will learn how to become the champion. Lastly, you will also learn about networking techniques and how to network smarter not harder.

John Sporing, ALWD/ENGAGE



John Sporing retired from the Federal Government in 2016. He worked in Executive and Judicial branches leadership positions for 25 years. In 2016, he founded ALWD/Engage: a leadership development and mentoring firm dedicated to assisting minority professionals maximize their leadership potential and turn them into

world-class leaders. He is a Professor at the Jack Welch Management Institute where he teaches in the MBA program, teaching economics and executive presence. He holds a Bachelor of Business Administration degree from The University of Texas, San Antonio, a Master of Arts degree in economics from St. Mary's University of Texas and was a Ph.D. candidate at American University. He owns A Life Well Drunk - a wine education and tourism company and produces the weekly show WineUncensored.

D4. To Achieve: Remember your ABC's

Have you set out to achieve a goal and failed? Did you go back and evaluate the situation to determine what went wrong, so you can ensure you crush your next goal? In this working session we will explore how to Ask, Believe, and Challenge yourself to achieve the goals you set out for yourself. Come prepared with paper and a writing utensil!

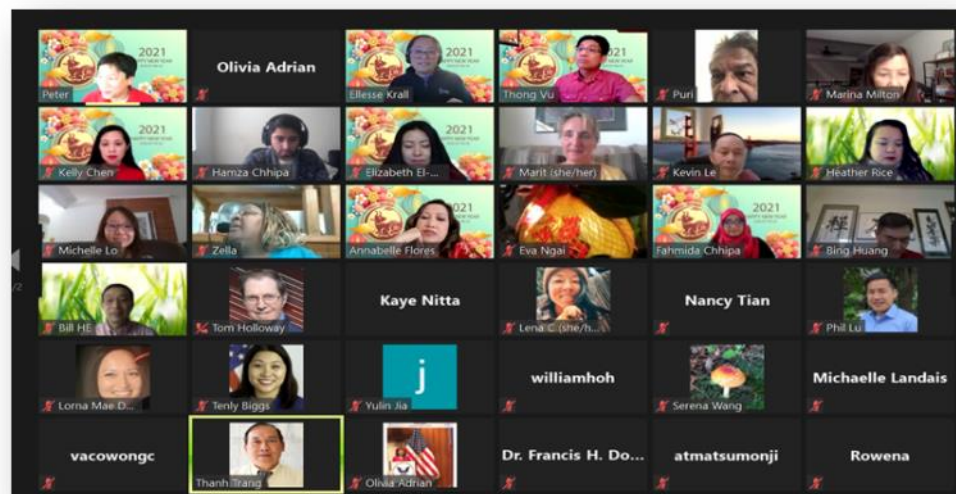
Kristen Sensabaugh, Customer Community Manager, Agilent Technologies



As an employee network group leader and Customer Community program manager, Kristen Sensabaugh has a true passion for building community and helping others succeed. All too often we stand in our own way from realizing and achieving our goals. Through her stories of learning to Ask, Believe, and Challenge, Kristen

will take you on a journey to enable you to surpass your goals and live your dreams. .

FAPAC Lunar Year 2021 Celebration



VETERANS PROGRAM

Opening Greeting

Harvey Johnson,
Deputy Assistant Secretary for The Office of Resolution Management, Diversity & Inclusion, VA



Mr. Harvey Johnson serves as the Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion at the Department of Veterans Affairs. He serves as the principal advisor to the Secretary of Veterans Affairs and Assistant Secretary for Human Resources and Administration / Operations, Security and Preparedness for the Veterans Affairs. He provides executive leadership to the Office of Resolution Management, Diversity and Inclusion, the associated field offices and employees. In this capacity, he is responsible for formulating and implementing departmentwide policies and procedures to ensure the integrity, effectiveness, and impartiality of the complaint processing procedures within the Department of Veterans Affairs. Mr. Johnson is a seasoned executive leader in promoting race and gender equity, resolving conflict, building diverse and inclusive organizations, driving large scale organizational change, strategic planning and business transformation.

Mr. Johnson joined the VA in November 2015. Previously he served as Director, Defense Travel Management Office where he led revolutionary transformation in travel policy, programs, contracts, and station and housing allowances for the Department of Defense (DoD).

A native of Philadelphia PA, Mr. Johnson's career encompasses 33 years of service with the United States Army in the Infantry and Adjutant General Corps and as an executive with the Department of Defense and Department of Veterans Affairs.

V1: Employment Services

Christopher Collins, VBA

Mr. Collins is an honorably discharged U.S. Navy Veteran. Completing Navy Deep Sea Diving School in Coronado, he served in the Persian Gulf supporting operation Ernest Will, earning the Armed Forces Expeditionary Medal. After completing his enlistment, Mr. Collins used his VA VEAP benefits to attend California Polytechnic State University at San Luis Obispo and was awarded a Bachelor's Degree in Political Science. Mr. Collins began his VA career with a six-month "Temp" assignment at GS-5. He's worked in VHA in Therapeutic Supported Employment Services, in VA Research with the PrOMOTE study providing employment services to Veterans with Spinal Cord Injuries. He is now with VBA as the Employment Coordinator for Hawaii and the Pacific Territories.



V2: The Role Of Telehealth And Virtual Video Connect

Keith J. Myers, PT, DPT, MBA , VRHRC-GNV

Dr. Keith Myers is the Clinical Director for the Veterans Rural Health Resource Center in Gainesville, Florida (VRHRC-GNV). Previously, he served as the Line Manager for Physical Medicine and Rehabilitation Services within the North Florida South Georgia Veterans Health System (NF/SG VHS). With a background in Physical Therapy, he has over 20 years of experience as a clinician and healthcare administrator. Over the past 9 years, Dr. Myers has led the tele-rehabilitation efforts for his health system, as well as collaborative efforts to expand the use of clinical video telehealth as a resource for rural Veterans to access a variety of clinical disciplines at VA Medical Centers nationwide. In his role as the Clinical Director for the VRHRC-GNV, he aims to cultivate a wide range of innovative solutions to improve access



VETERANS PROGRAM

to care and promote independent living for Veterans in rural areas. Dr. Myers received his bachelor's Degree in Physical Therapy from the University of Florida, where he also received his Master's in Business Administration. He received his Doctorate from Utica College.

V3: Whole Health: It's All About You!

Laurie Reisman, NF/SG Veterans Health System

Whole Health: It's All About You! will explore whole health tools as a healthcare approach that empowers and equips people to take care of their health and well-being, and live their life to the fullest. The Practice of Whole Health includes considering the Veteran at the Center of Healthcare Delivery. There are Eight areas of Self-Care to consider, with tools that provide avenues of Prevention and Treatment, as well how to consider the Community in this work. Long story short, this course will explore what Well-Being Programs and approaches to explore. Complementary and Integrative Health will also be reviewed. Lastly, A Gratitude Practice will also be shared for you to fine the Whole Health Path Forward.



V4: VBA 101 Benefits And Services

Raymond Wall, VA

This course will be an Overview of VBA Benefits and Services. VBA Mission Statement: To serve as an advocate for Veterans, service members, Survivors, and dependents in delivering benefits and services that honor their military service, assist in their readjustment, enhance their lives, and engender their full trust. The Overview of VBA Benefits and Services will cover the ICARE Values and Core Characteristics, VBA Operations, District Structure, and Program Reviews of: Disability Compensation, Pension, Fiduciary, and Education. Other areas reviewed will be the Veterans Readiness and Employment (VR&E), Home Loan Guaranty, Insurance, and Benefits for Survivors and Dependents. Other programs also include: Office of Transition and Economic Development (TED). Tools and resources available will also be covered.



V5: The Role Of Recreation/Creative Arts Therapy In The Healing Process

**John R Mikula, MA, CTRS, CSCS, EP-C (ACSM), TRX, LVCYT,
North Florida/South Georgia Veterans Health System**

The Role of Recreation Therapy and Creative Arts Therapy in the Healing Process will explore ways to implement Recreation Therapy and Creative Arts Therapy in the healthcare delivery process to heal the mind, body, and spirit. Conditions may be visually present or not. The use of specialized treatment modalities to improve and/or maintain function, to promote health, to enhance independent living, and improve overall quality of life. There will also be a practical application provided considering mindfulness, using breath, and focusing on self-care.



STUDENTS PROGRAM

Student: Interview with Raja Chari, NASA Astronaut and Indian-American

Raja Chari was selected by NASA to join the 2017 Astronaut Candidate Class. He reported for duty in August 2017 and having completed the initial astronaut candidate training is now eligible for a mission assignment. The Iowa native graduated from the U.S. Air Force Academy in 1999 with bachelor's degrees in Astronautical Engineering and Engineering Science. He continued on to earn a master's degree in Aeronautics and Astronautics from the Massachusetts Institute of Technology and graduated from the U.S. Naval Test Pilot School. He is currently in training for NASA SpaceX Crew-3 mission to the ISS.



Student Panel A: Science, Technology, Engineering, and Mathematics (STEM)

Hear from our panelists as they discuss how their STEM internship has created new opportunities and taught them about innovations happening in the government to improve the lives of others. Some have even used their internship opportunity to prepare for their medical school application process! Panelists are current or recent interns from agencies such as the National Institutes of Health (NIH), the National Aeronautics and Space Administration (NASA), and more!

David Wei, Ph.D, FDA

David Wei, PhD is currently a Pharm/Tox reviewer in the Office of Generics Drugs (OGD) at the FDA. He is also a Diplomate of the American Board of Toxicology (DABT), a globally recognized credential in toxicology representative of competency and commitment to human health and environmental sciences.



Riya Dange, NIH

Riya Dange is currently a Postbaccalaureate Intramural Research Training Award (IRTA) Fellow in the Clinical and Translational Neuroscience Branch at the National Institute of Mental Health (NIMH) at the National Institutes of Health (NIH).



Liling Lee, BLM

Liling Lee is currently a GIS Specialist in the National Operations Center at the Bureau of Land Management.



Amy Huynh, University of California, Irvine

Amy Huynh is a senior at the University of California, Irvine, studying Aerospace Engineering and Mechanical Engineering.



Student Panel B: Humanities and Business

There are so many internship opportunities for business, humanities, social science and arts majors to discover in the Federal Government. Our panelists are looking forward to sharing insider information with you about how to seek out “lesser-known” opportunities! Our panelists will talk about their experiences interning for the White House Asian American and Pacific Islander Initiative (WHIAAPI), the Naval Air Systems Command (NAVAIR) Internship Program, and more!

Catherine Yu, NIH

Catherine Yu is currently at National Institutes of Health (NIH), as a Cancer Research Training Award (CRTA) fellow in the Epidemiology and Genomics Research Program's (EGRP) Genomic Epidemiology Branch (GEB), where she works on the management and coordination for two international metabolomics consortia.



Brian Buhr, MMS, FEC

Brian Buhr is an Analyst with the Federal Elections Commission (FEC).



STUDENT PROGRAM

Rebecca Soo, *University of California, Berkeley*

Rebecca Soo is currently a junior at the University of California, Berkeley, double majoring in Sociology and Media Studies and minoring in Public Policy.



Elizabeth San, *Naval Acquisitions Development Program*

Elizabeth San is currently a Business Financial Management Analyst in the Naval Acquisitions Development Program.



Student Panel C: Off the Beaten Path

This panel isn't for the leftovers! This may be the most exciting panel yet with panelists discussing their experience in the Peace Corps, as an ORISE Fellow and as a contractor serving the federal government as a client! Join this panel to find out something you did not know before. You will walk away with new information – guaranteed!

Caroline Goon, MS, MBA, NIH

Caroline Goon, MS, MBA is currently the Principal Strategist for the Asian Americans and Pacific Islanders Portfolio in the Office of Equity, Diversity, and Inclusion at the National Institutes of Health (NIH).



Arshya Gurbani, MA, NIH

Arshya Gurbani is currently a Health Specialist and Presidential Management Fellow at the National Institute of Environmental Health Sciences (NIEHS), NIH, in Durham, NC. She recently completed a 4-month developmental rotation with the Center for Global Health at the Centers for Disease Control (CDC).



Paul McClelland, MD, NIH

Paul McClelland, MD was in the Peace Corps, teaching science in Tanzania. He is currently a PGY-3 Clinical Fellow, Surgery Branch, National Cancer Institute, National Institutes of Health, Bethesda, MD.



Judie Kuo, Stonewater, LLC

Judie Kuo, MPS! She is currently a Communications Director at Stonewater, LLC, a company that contracts for the National Institutes of Health (NIH). She currently works as a contractor within the Division of Personnel Security and Access Control (DPSAC) NIH's Office of Research Services (ORS).



Student: Finding Your Fit: Internships & Entry-Level Jobs for Students

Ready to explore possible career options or make your mark in the world? In this dynamic workshop, learn what internship/fellowship options are available to you as a current student or the entry-level career paths that can propel you forward into the next phase of your life. Moreover, glean additional insights into the virtual internship and work experience, writing a strong personal statement, building a personal brand, and preparing your resume and supplemental documents for review by a selection committee.



By the end of the hour, you'll have a better understanding about what internship/fellowship and career opportunities are available, and the skills and knowledge needed to successfully navigate the find, apply and interview process.

Glorimar Maldonado, USPTO

Glorimar Maldonado is the Diversity Program Manager for the U.S. Patent and Trademark Office at the U.S. Department of Commerce in Alexandria, VA.

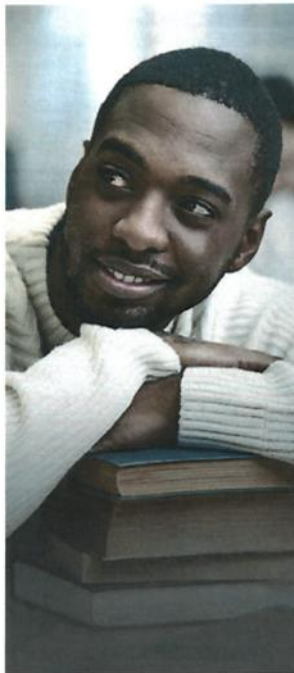
CAN A **STUDENT** PROTECT OUR NATION?

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OF THE CIA, YOU CAN.**



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cia.gov/careers

SCHOLARSHIP PROGRAM

The Scholarship Program is financial needs based. Maximum yearly household income is \$90,000. It is preferred students complete two 90-day tours; however, one 90-day tour is the minimum requirement. For each year the student is part of the scholarship program, they would be required to work 1.5 years with the CIA after graduation (i.e. if in the program for two years, one would work with the CIA for three years after graduation). Students can only apply between 02 Mar-15 Jun each year.

Benefits:

- Up to \$25,000 in tuition assistance
- Competitive year-round salary
- Benefits package (vacation and sick leave, healthcare/life insurance/retirement options)
- Travel reimbursement for the cost of traveling to and from the Washington, DC area for the work tour
- Access to a CIA housing coordinator to assist with locating accommodations
- Daily allowance while working in the DC area

*During the last semester of college the student can receive \$5,000 for tuition expenses. If the tuition is accepted, the student would owe CIA one year of work after graduation.

INTERNSHIP / CO-OP

With the Internship and Co-Op programs, there is no financial requirement and no time owed to CIA after graduation.* The application window is open year round (except for the Directorate of Operations which has a specific window to apply). It is preferred students complete two 90-day tours; however, one 90-day tour is the minimum requirement.

Benefits:

- Competitive salary during the 90-day tour
- Benefits package (vacation and sick leave, healthcare/life insurance/retirement options)
- Travel reimbursement for the cost of traveling to and from the Washington, DC area for the work tour
- Access to a CIA housing coordinator to assist with locating accommodations

Requirements for all programs:

- Must be a US Citizen
- GPA of at least 3.0 on a 4-point scale for high school and/or college; 1000 SAT or 21 ACT score or higher (high school students)
- Must be 18 years of age (by Sept 15 of application year)
- Acceptance at a 4-year college/university (if in high school)
- Availability to work a 90-day summer tour in the Washington, DC area prior to graduation and willingness to work at CIA full-time after graduation



United States Department of Agriculture
Animal and Plant Health Inspection Service

CONGRATULATIONS!

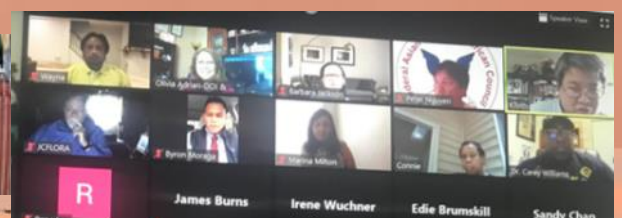
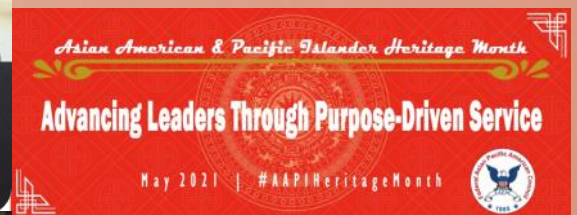
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