

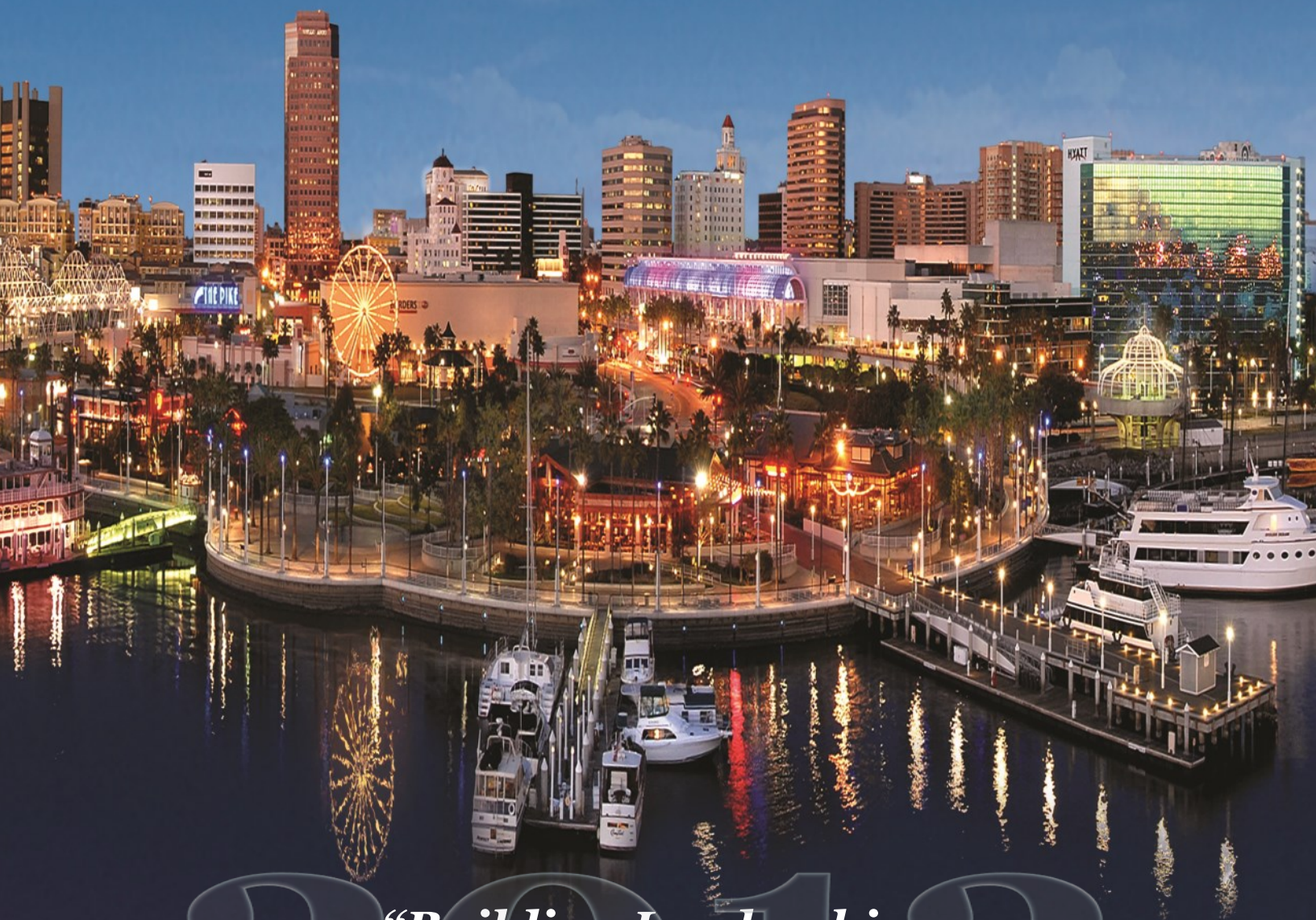


Federal Asian Pacific American Council

# FAPAC

**28<sup>TH</sup> NATIONAL LEADERSHIP TRAINING PROGRAM**

**MAY 6 - 10, 2013, Long Beach, California**



*“Building Leadership:  
Embracing Cultural Values and Inclusion”*

2013





United States Department of Agriculture

# Making a World of Difference

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

## USDA CAREER OPPORTUNITIES

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

## STUDENT AND INTERSHIP PROGRAMS

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

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

USDA is an equal opportunity provider and employer.

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## Message from the President



On behalf of FAPAC, I wish to extend our warmest welcome all the attendees of the 28th National Leadership Training Program at sunny Long Beach. Under the leadership of Farook Sait, the Planning Committee has come through again with a great training program that is worth every dollar. The group of volunteers has to beat all odds for the achievement. The fact that we are here at all is a testament of the commitment and FAPAC spirit to continue to bring effective and affordable training to federal employees and managers as part of the Asian Pacific American Heritage Month celebration, a commitment that was started by a handful of founders assembled at the Department of Health and Human Services almost 30 years ago. The spirit lives on. Take advantage of the event and apply some of the skills you learn or leveraging the network you establish at Long Beach and make your agency proud.

FAPAC has continued to grow and improve its standing in the service to its members and promoting equal opportunity and diversity. FAPAC has entered into a partnership with the Department of Education with an agreement to be signed later this month. FAPAC also deepened its relationship with OPM, EEOC and MSPB through quarterly meetings to collaborate on new projects, exchange ideas and share data as a follow up on the EEOC report done on the AAPI employees a few years ago.

We have also extended our dialog and collaboration with affinity groups. Under the umbrella of NCEPS (National Coalition for the Equity in Public Service) we have successfully held another Diversity Summit that was supported by OPM, EEOC and MSPB in April. NCEPS also welcome a new member in FedFirst, who represents federal employees with disabilities across many agencies.

FAPAC is grateful to our volunteers, sponsors and friends who make the program a success and we look forward to continue to working together in the coming year. While we are continuing our relationships with Blue Cross and Blue Shield, GEICO and Long Term Partners we welcome a new addition of TD Bank. Thanks to their support FAPAC is expanding our other platform of training - One Day Workshops at a local level. Hopefully the example set by the FAPAC-SW Chapter will spread to other chapters to offer training to local members at little or no cost.

With the incorporation of the FAPAC Scholarship Endowment Fund, we will be resumed our scholarship program that over the years has provided support to many AAPI students interested in public service. We have expanded our presence in Facebook and improve our web-site under our webmaster Jonathan Lee, with the help of Grace Spence. The increase use of social networking will be coupled with new initiatives under the Committee on Youth Professionals and Outreach to increase membership especially among the millennials – part of my commitment in my re-election. If you have ideas and suggestions how we can further our effectiveness, send us a note at [fapac@fapac.org](mailto:fapac@fapac.org).

Sincerely,

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

Kin F. Wong President



## Sponsors & Partners

### Gold Sponsors

- Department of Agriculture (USDA)
- Transportation Security Administration (TSA)

### Silver

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

### Bronze Sponsors

- Long Term Care Partners LLC

### Partners

- Asian Fortune
- Bureau of Prisons (BOP)
- Department of Defense (DoD)
- Drug Enforcement Administration (DEA)
- Equal Employment Opportunity Commission (EEOC)
- Conference on Asian Pacific American Leadership (CAPAL)
- Internal Leadership Foundation (ILF)
- Kaiser Permanente (KP)
- United States Marshals Service
- United States Coast Guard
- National Association of Professional Asian American Women
- National Coalition for Equity in Public Service (NCEPS)
  - Federally Employed Women (FEW)
  - Blacks In Government (BIG)
  - National Image Inc
  - Society of American Indian Government Employees (SAIGE)
  - Federal Employees with Disabilities
- National Guard Bureau (NGB)

## Lifetime Members

Angela Powell	Maqbool Qureshi
Ann Shum	Marcelina Dulay
Annabelle Flores	Maria Balolong
Anthony Chu	Marina Milton
Anthony Tom	Matthew Fogg
Arlin Petrunaro	May Chan
Arun C. Basu	Michaelle Landais
Aylene Mafnas	Mien (Steve) Niu
Binh Nguyen	Mike Jing
Charlene Fogue	Minh Nguyen
Charles Fan	Monshi Ramdass
Cheng (Gino) Wang	Myles Esmele
Cheryl Garalde	Olivia Adrian
Connie OConnor	Pao-Ying Dunbar
Cynthia Macri	Parveen Setia
Damber (DK) Gurung	Paul Truong
Daniel Treadwell	Pete Gumataotao
David Chao	Peter Nguyen
David Loo	Rene Lau
Derek Hirohata	Roger Brown
Deric Wong	Rustum Dulay
Eric Terashima	Samuel Mok
Florencia Holbrook	Sharon Nicholas
Fred Cheng	Sophia Mao Smith
Grace Spence	Stanley Fujii
Henry Gim	Stephen Bauer
Hung Nguyen	Steve Finucane
Jane Suen	Susie Wu
Janelle Ling	Talari V Rao Jude
Jeffrey Parish	Tat Shum
Jensen Chan	Teresa Brown
Jim Chow	Thanh Trang
Justin Rhee	Thomas Szymanek
Jyujii Hewitt	Thong Vu
Katherine Toth	Tina Becking
Kenneth Chin	Trinh Le
Kevin Le	Uyen Nguyen
Kin Wong	Vaiyapuri Subramaniam
Kory Cai	Vanee Komolprasert
Krupakar Revanna	Vi Baluyut
L Cole	Vivian Kim
Lauren Talia	Walter Torres
Liquan Wong	Wei-Cheng Zhao
M. Farook Sait	Zena Huen

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

## MILITARY MERITORIOUS SERVICE AWARD

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

**Captain  
Huy H. Tran  
U.S. Air Force**



**Sergeant First Class  
Jason Zielske  
U.S. Army**



**Captain  
Hyo J. Cho  
U.S. Army National Guard**



**Staff Sergeant  
Ryan Lungerhausen  
U.S. Marine Corps**



**Lieutenant  
Alexander Wann  
U.S. Navy**



**Technical Sergeant  
Iris Honrado  
U.S. Air National Guard**



**Lieutenant  
Hermie Mendoza  
U.S. Coast Guard**



## 2013 FAPAC CIVILIAN AWARDS

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



**Outstanding Individual Leadership**  
SES: Giao L. Phan  
U.S. Coast Guard



**Excellence In Individual Achievement**  
GS 11-15: Nathan Kanale Sadowski  
U.S. Corps of Engineer



**Diversity Excellence**  
SES: Rowan Gould  
U.S. Department of Interior



**Outstanding Individual Leadership**  
GS 11-15: Teresita Guevara Smith  
U.S. Defense Intelligence Agency



**Excellence In Individual Achievement**  
GS 1-10: Elizabeth Maalona  
Tuau  
U.S. Air Force



**Diversity Excellence**  
GS 11-15: Charlene E. Gilbert  
U.S. National Aeronautics and Space Administration



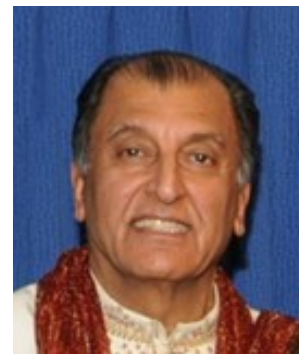
**Change Maker Award**  
Joe Leonard, Jr., Ph.D.  
U.S. Department of Agriculture



**FAPAC President's Award**  
Sharon Nicholas  
U.S. Navy



**FAPAC President's Award**  
Janet Chen  
U.S. Department of Education



**FAPAC President's Award**  
M. Farook Sait  
U.S. Department of Agriculture (Retired)

## About FAPAC

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

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

### MISSION:

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

### VISION:

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

## FAPAC OFFICERS AND AUDITOR



### **PRESIDENT**

**Dr. Kin Wong**

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



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

**Peter M. Nguyen**

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



### **VICE PRESIDENT FOR COMMITTEES**

**Olivia F. Adrian**

Lead Contracting Officer  
Bureau of Safety and Environmental Enforcement  
U.S. Department of the Interior



### **EXECUTIVE SECRETARY**

**Liqun Lauren Wong**

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



### **TREASURER**

**Kaye Nitta**

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



### **AUDITOR**

**Kevin T. Le**

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



## **2013 Standing & Ad Hoc Committee and Chair**

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

## **2013 National Leadership Training Program Committees & Chairs**

Conference Chair.....	M. Farook Sait (USDA, Retired)
Awards.....	Liqun Wong (DEA)
Community Outreach.....	Frederick Cheng (USDA)
Exhibitor.....	Dr. Pankaj Parikh (EPA)
Program Coordinator.....	Lily Ho (NGB)
Public Relations.....	Grace Spence (VA)
Registration.....	Kaye Nitta (FDA)
Social Event.....	René Lau (USACE)
Sponsorship.....	M. Farook Sait & Dr. Kin Wong
Student Program.....	Sharon Adrian (Navy)
Help Desk On Site.....	Olivia Adrian (DOI)

## **2013 Award Selection Committee**

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

## **Volunteers**

Joseph Aguila (USACE)	Michaëlle Landais (NAVY)	Ron Sagudan (VA)
Jaime Arcega (NAVY)	Darrick Lee (MANTECH)	Toksun Simpson (NAVY)
Leona Bedroosian (NIST)	Irene Locso (NAVY)	Elizabeth Taaau (USAF)
Francisca Calimini (NAVY)	Edwin Mainar (FAPAC-SW)	Nancy Wang (DELOITTE)
Darwin Chen (USACE)	Leopoldo Memije,(NAVY)	Tamara Wood (USACE)
Geoffrey Chu (FCA)	Karon Myles (NAVY)	Robert Yang (USACE)
Lily Gossage (FAPAC-SW)	Delia Newcomer (NAVY)	
Daniel Gruta (NAVY)		

## **FAPAC Scholarship Endowment Fund**

**The Federal Asian Pacific American Council (FAPAC) Endowment Fund is proud to announce its Distinguished Public Service Scholarship. For the past many years, FAPAC has awarded a number of scholarships and internships to Asian Pacific American college students who exhibit excellent academic achievement as well as demonstrated a continuous effort to foster diversity and community service to the Asian Pacific American community.**

**The scholarship will be given in honor of the first Asian Pacific American elected to Congress – the late Dalip Singh Saund, former Secretaries Elaine L. Chao and Norman Y. Mineta to recognize the contributions of these pioneers who have shown us how our rich cultural values has contributed to the greatness of the United States of America.**

**The FAPAC Distinguished Public Service Scholarship Endowment Fund, Inc. is a non-profit organization that promotes the recognition of Asian Pacific American students who is interested in public service and has made contributions to foster diversity and inclusion in the Asian and Pacific American community. The awardees will receive a stipend of towards his or her education.**



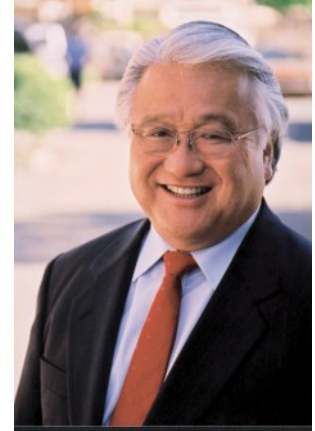


## Year In Review 2012-2013





MICHAEL M. HONDA  
17TH DISTRICT, CALIFORNIA



May 6-10, 2013

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

Dear Friends:

It is an honor to extend my warmest greetings to the participants of the Federal Asian Pacific American Council's (FAPAC) 28<sup>th</sup> Annual National Leadership Training Conference. I am grateful for the opportunity to extend my support for this momentous event.

As Chair Emeritus of the Congressional Asian Pacific American Caucus, I applaud the work of FAPAC as an exemplary interagency organization. It continues to grow and promote program activities for Asian American and Pacific Islanders serving in our nation's public service. Supporting equal opportunity and cultural diversity for AAPIs in the Federal and District of Columbia governments, FAPAC not only serves the interests of the AAPI community, but it ensures that our government and nation are stronger for having a diverse set of voices at the table.

This year's theme – *Building Leadership: Embrace Cultural Values and Inclusion* – is particularly timely, as the AAPI population continues to grow exponentially. We must stand together, not only with our diverse AAPI family, but also with all other communities of color, to ensure that none of us are marginalized.

Once again, congratulations to FAPAC for 28 years of dedication to the advancement of our AAPI community. I wish you all the best in hosting another successful National Leadership Training Conference.

Warm regards,

A blue ink handwritten signature of Michael M. Honda.

Michael M. Honda  
Member of Congress





## Congress of the United States Washington, DC 20515

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

### Executive Board

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Sen. Briar Schatz  
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Rep. Ami Bera  
Rep. Madeleine Z. Bordallo  
Rep. Tammy Duckworth  
Rep. Eni Faleomavaega  
Rep. Tulsi Gabbard  
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Rep. Colleen Hanabusa  
Rep. Michael M. Honda  
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Rep. Grace Meng  
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Rep. Bobby Scott  
Rep. Mark Takano

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Rep. Brad Sherman  
Rep. Adam Smith  
Rep. Adam Schiff  
Rep. Jackie Speier  
Rep. Eric Swalwell  
Rep. Chris Van Hollen

May 6, 2013

Dear Friends,

It is with great pleasure that I welcome you to the Federal Asian Pacific American Council's (FAPAC) 28th Annual National Leadership Training Program. In observance of Asian Pacific American Heritage Month (APAHM), I invite you to reflect on this year's theme of "Building Leadership: Embrace Cultural Values and Inclusion."



FAPAC is a critical partner in promoting diversity in the federal government and building a pipeline for AAPIs, particularly at senior management levels. More importantly, I know that FAPAC will fortify the federal workplace to not only increase the inclusion of AAPIs, but to also empower members of our community with the tools necessary to surmount cultural barriers and establish more inclusive spaces.

I want to thank FAPAC for all of their work in promoting the well-being of the AAPI community in the federal workforce. Our government works best when it reflects and nurtures the diverse communities that it exists to serve.

On behalf of the 40 Members of the Congressional Asian Pacific American Caucus, I offer my best wishes for FAPAC's National Leadership Training Program and the continued success of its members.

Sincerely,

JUDY CHU  
Member of Congress  
CAPAC Chair

TULSI GABBARD  
2ND DISTRICT, HAWAII

502 CANNON HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-4906

Congress of the United States  
House of Representatives  
Washington, DC 20515-1102

May 6, 2013

Federal Asian Pacific American Council  
28th National Leadership Training Program  
701 West Ocean Boulevard  
Long Beach, CA 90831-3100



Dear Friends,

Aloha and welcome to the Federal Asian Pacific American Council's 28th National Leadership Training Program. Thank you to the Federal Asian Pacific American Council (FAPAC) for coordinating this Program to help our future leaders grow and be successful.

FAPAC's mission to promote equal opportunity and cultural diversity for Asian Americans and Pacific Islanders (APIs) within the Federal and District of Columbia governments is an important one. Our government is stronger and more responsive when it reflects the diversity of the American people. FAPAC's work to encourage the promotion of APIs within the Federal workforce is admirable. The theme of this year's Leadership Training Program, "Building Leadership: Embracing Cultural Values and Inclusion," is a great example of FAPAC's efforts, and I hope all attendees are able to learn and grow from their experience. I have no doubt that there are bright futures for the attendees.

I wish you all the best for an effective Program. Embrace this opportunity to learn how to advance in your career and to better serve your community and the nation.

Sincerely,



TULSI GABBARD  
Member of Congress

TG/ac



**Mayor Bob Foster**  
**City of Long Beach**

May 2013

Dear Federal Asian Pacific American Council Attendee:

Welcome to the City of Long Beach. I am pleased to extend warm greetings to all of those attending the Federal Asian Pacific American Council's (FAPAC) 28<sup>th</sup> Annual National Leadership Training Program. This year's theme "*Building Leadership – Embracing Cultural Values and Inclusion*" is an excellent reflection of our cultural diversity and the vibrant Asian Pacific American community here in Long Beach.

This event is an opportunity for professional development and networking with prominent leaders and fellow members from across the country. I applaud FAPAC for its advocacy on behalf of the Asian Pacific American community and its ongoing work to promote equal opportunity within the federal sector. FAPAC's exceptional efforts to outreach to our Asian Pacific American students and veterans truly benefit us all.

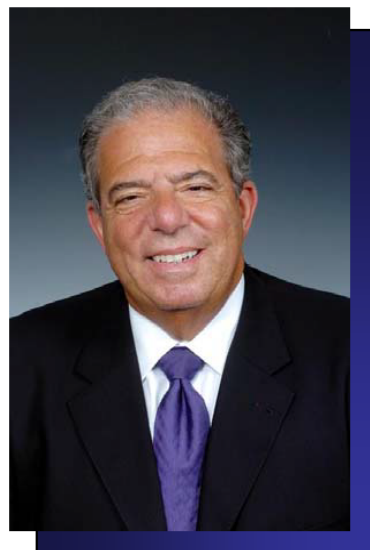
Long Beach has many great things to see and do. Our city is pedestrian and bicycle friendly and ranked among the "Most 'Walkable' Neighborhoods in America," by WalkScore.com. In our downtown, you will find attractions, shopping, entertainment, nightlife and more than 100 quality restaurants serving cuisines from around the world – all within eight blocks from our waterfront. Well-lit walkways and promenades provide stunning oceanfront vistas where you and your guests can enjoy the vibrant blending of urban amenities with the welcoming atmosphere of a seaside community.

I am delighted that your conference is being held in Long Beach. I hope your schedule will permit you to explore some of the exciting attractions that make our City such a wonderful place to live and visit.

I wish you all a successful conference and a great time during your stay in Long Beach.

Sincerely,

Mayor Bob Foster  
City of Long Beach





## Program Agenda

MONDAY, May 6, 2013		
08:00 AM-05:00 PM	Pre-Conference Agency Workshops (Contact Your Own Agency for Registration)	LOCATION
08:30 AM-12:00 PM	U.S. Department of Veterans Affairs	SHAREHOLDER THEATER
01:00 PM-05:00 PM	U.S. Department of Agriculture	INVESTMENT I
06:30 PM-08:30 PM	<p style="text-align: center;"><b>WELCOME RECEPTION</b></p> <p>Master of Ceremony <b>M. Farook Sait</b>, Past President, FAPAC  Welcoming Remarks <b>Dr. Kin Wong</b>, President, FAPAC  <b>Bob Foster</b>, Mayor, City of Long Beach  Guest Remarks <b>Ray Brewer</b>, Chair, Federal Executive Board Greater Los Angeles  <b>His Excellency Dr. Neil Parsan</b>, Ambassador of Trinidad and Tobago to United States &amp; Mexico  <b>Dina Nguyen</b>, City Council of Garden Grove  Special Remarks <b>Peter Nguyen, Sr.</b> Vice President, FAPAC  Cultural Presentation <b>Việt Cầm Dance</b>  <b>DJ and Let's Rock Gangnam Style</b>  (Dress Code: Ethnic fashion or business casual)</p>	INTERNATIONAL BALLROOM
TUESDAY, May 7, 2013		
08:00 AM-04:00 PM	Registration/Exhibits Open	FOYER
09:00 AM-10:30 AM	<p style="text-align: center;"><b>OPENING CEREMONY</b></p> <p>Mistress of Ceremony <b>Janet Chen</b>, Membership Chair, FAPAC  Presentation of Colors <b>U.S. Marine Corps Color Guard</b>  National Anthem <b>Angelina Nguyen</b>  Welcoming Remarks <b>Dr. Kin Wong</b>, President, FAPAC  Special Remarks <b>Bill Zielinski</b>, Regional Commissioner, Social Security Administration  <b>His Excellency Dr. Neil Parsan</b>, Ambassador of Trinidad &amp; Tobago to United State &amp; Mexico  (Dress code: Business formal)</p>	INTERNATIONAL BALLROOM
10:30 AM-10:45 AM	Morning Break - Visit Exhibits	FOYER
10:45 AM-11:45 AM	<b>P1. Plenary Session: Hazing – Issues and Solutions</b> Guest Speaker <b>Dr. David S.C. Chu</b> , Former Under Secretary, Department of Defense	INTERNATIONAL BALLROOM
10:00 AM-12:00 PM	<b>P2a. Plenary Session: Student Career Session</b> Moderator Panel <b>John Kusano</b> , FS/USDA; <b>Kathleen Eagen</b> , Dept. of State Representatives from military and civilian agencies will discuss various career options in a continuous session (Pre-registration required)	CATALINA

## Program Agenda Cont'd.

<b>12:00 PM-01:30 PM</b>	<b>AGENCY AND SPONSOR APPRECIATION AWARDS LUNCHEON</b>	<b>INTERNATIONAL BALLROOM</b>
Master of Ceremony Keynote Guest Remarks  Award Presentation	<b>John Kusano</b> , FS/USDA <b>Honorable Brian Ronholm</b> , Deputy Undersecretary, Food Safety, USDA <b>Randy Moore</b> , Regional Forester, USDA <b>Kathrene Hansen</b> , Executive Director, Federal Executive Board Greater Los Angeles Area	
<b>01:45 PM-03:15 PM</b>	<b>Workshop Session A</b>	
	<b>A1. LGBT Cultural Competency: Matthew Murphy</b> , EEOC	<b>PACIFIC I</b>
	<b>A2. Time Management: Margareth J. Bennett</b> , Director, NIH; <b>Linda Bradford</b> , OPM	<b>PACIFIC II</b>
	<b>A3. Women Leading Change Through the Forest Service: Yeah Lau</b> , Robin Gyorgyfalvy, Chinling Chen, FS/USDA	<b>CARIBBEAN</b>
	<b>A4. The Challenges of A Special Emphasis Program Manager: Frederick Cheng</b> , USDA	<b>MEDITERRANEAN I</b>
	<b>A5. Decision Making for Executives: Samuel Mok</b> , Condor International Advisors, LLC	<b>MEDITERRANEAN II</b>
	<b>A6. How to Sharpen Your Business Writing Skill: Jacob Faibisch</b> , USDA (Student Track)	<b>CATALINA</b>
<b>03:15 PM-03:45 PM</b>	<b>Afternoon Break - Visit Exhibits</b>	<b>FOYER</b>
<b>03:45 PM-05:15 PM</b>	<b>Workshop Session B</b>	
	<b>B1. Next Level Leadership: Hung S. Kloenug</b> , SSA	<b>PACIFIC I</b>
	<b>B2. Diversity &amp; Inclusion Leadership: Greg Cofer</b> , FDIC	<b>PACIFIC II</b>
	<b>B3. Disability Cultural Competency: Kendra Duckworth</b> , USAF; <b>Jason Olsen</b> , DOL; <b>Matthew Murphy</b> , EEOC	<b>CARIBBEAN</b>
	<b>B4. The Salience of Archetypes: Sophon Shadraconis</b> , Customs & Border Protection, DHS	<b>MEDITERRANEAN I</b>
	<b>B5. A Secure Financial Future in Unsettling Economic Trends: G B Bose</b> , Washington Retirement Planning Specialist	<b>MEDITERRANEAN II</b>
	<b>B6. How to Conduct/ Handle Interviews: Jacob Faibisch</b> , USDA (Student Track)	<b>CATALINA</b>
	<b>Dinner On Your Own</b>	
<b>07:00 PM-07:45 PM</b>	<b>P3. FAPAC General Membership Meeting (Member Only)</b>	<b>CATALINA</b>
Report of the President	<b>Kin Wong</b> , President, FAPAC	
<b>07:45 PM-8:30 PM</b>	<b>Chapter Forum:</b>	<b>CATALINA</b>
Moderator Presenters	<b>Parveen Setia</b> , Chair, Chapter Committee <b>Chapter Presidents/Officers</b> <i>(All Attendees Welcome)</i>	
<b>08:30 PM-10:30 PM</b>	<b>Member Networking Dance Party with Live DJ</b> <i>(All Attendees Welcome)</i>	<b>CATALINA</b>

## Program Agenda Cont'd.

	WEDNESDAY, May 8, 2013	
08:00 AM-05:00 PM	Registration/Exhibits Open	FOYER
08:00 AM-12:00 PM	BOP Agency Forum (BOP Employee Only)	DIRECTORS
09:00 AM-10:30 AM	<b>P5. Plenary Session: AAPI Healthcare Forum</b>  Presenter LCDR Sunny Ramchandani, Navy Medical Center and Lesley Varghese, Asian American Resource Center	INTERNATIONAL BALLROOM
10:30 AM-10:45 AM	Afternoon Break - Visit Exhibits	FOYER
10:45 AM-12:00 PM	<b>P2b. Plenary Session: Student Career Session</b>  Moderator Panel John Kusano, FS; Kathleen Eagen, Dept. of State Representatives from military and civilian agencies will discuss various career options in a continuous session ( <i>Pre-registration required</i> )	CATALINA
10:30 AM-12:00 PM	<b>P6. Plenary Session: AAPI Women and Leadership</b>  Moderator CAPT Cynthia Macri, MD, U.S. Navy Guest Speakers Anila Ali, Council of Pakistan American Affairs Lesley Varghese, Asian American Resource Center Patricia Lee, Esq., Dept. of State	CARIBBEAN
12:00 PM-01:30 PM	<b>FAPAC MILITARY AWARDS LUNCHEON</b>  Mistress of Ceremony CAPT Cynthia Macri, MD, U.S. Navy Presentation of Colors Presentation of Color Guard Keynote Roger Natsuhara, Principal Deputy Assistant Secretary (Installation and Environment), U.S. Navy Award Presentation	INTERNATIONAL BALLROOM
01:45 PM-03:15 PM	Workshop Session C	
	<b>C1. Two Billion Dollars - The High Cost of Discrimination: David L. King, USDA</b>	PACIFIC I
	<b>C2. Veteran's Empowerment 101: Moderator - Ronald Sagudan; Presenter - Charlie M. Lonon, Michael Lew, VA</b>	PACIFIC II
	<b>C3. New IQ: The Inclusion Quotient in the Workplace: Veronica Villalobos, OPM</b>	CARIBBEAN
	<b>C4. Recognition and Modulation of Aberrant Behavior to Improve Workplace Productivity: CAPT Cynthia Macri, MD, U.S. Navy</b>	MEDITERRANEAN I
	<b>C5. Pacific Islander Issues: Teresita G. Smith, DIA</b>	MEDITERRANEAN II
	<b>C6. Working for the Federal Government-Intro to Life in the Public Sector: John Kusano, FS/USDA (Student Track)</b>	CATALINA
03:15 PM-03:45 PM	Afternoon Break - Visit Exhibits	FOYER



## Program Agenda Cont'd.

<b>03:45 PM-05:15 PM</b>	<b>Workshop Session D</b>	
	<b>D1. Teaching an Elephant to Dance - How to Accomplish it: William Milton, USDA</b>	<b>PACIFIC I</b>
	<b>D2. Veteran's Empowerment 102: Moderator - Ronald Sagudan; Presenter - Mary Elizabeth Jones and Melvin Worthy, VA</b>	<b>PACIFIC II</b>
	<b>D3. Project Management: Dr. Lauren Talia, D.B.A.</b>	<b>CARIBBEAN</b>
	<b>D4. Bullying in the Workplace: Patricia Lee, Esq., Dept. of State</b>	<b>MEDITERRANEAN I</b>
	<b>D5. Pan-ethnic Asian American Identity and Public Policy: Lesley Varghese, Asian American Resource Center</b>	<b>MEDITERRANEAN II</b>
	<b>D6. Selling Yourself: Your Resume is the First Contact: Linda Bradford, OPM; Margareth J. Bennett, NIH (Student Track)</b>	<b>CATALINA</b>
<b>06:30 PM –09:00 PM</b>	<b>FAPAC CIVILIAN AWARDS DINNER BANQUET</b>	<b>INTERNATIONAL BALLROOM</b>
Master of Ceremony	<b>Leopold Memeje</b> , President, FAPAC Southwest Chapter	
Keynote	<b>Brian Ronholm</b> , Deputy Under Secretary, USDA	
Guest Remarks	<b>Dr. Brian Nguyen</b> , Kaiser Permanente	
Cultural Presentation	TBA	
Award Presentation	<b>Dalip Singh Saund Distinguished Scholarship for Public Service Presentation</b>	
	<b>FAPAC Civilian Award Presentation</b>	
Special Presentation	<b>Presentation of Lucky Few Scholarships</b>	
	(Dress Code: Formal/Black Tie Optional)	

## Program Agenda Cont'd.

	THURSDAY, May 9, 2013	
08:00 AM-05:00 PM	Registration/Exhibits	FOYER
09:00 AM-10:00 AM Speaker	<b>P7. Plenary Session: EEOC Updates on MD 110 and Other Policy Issues</b> <b>Jolinda Johnson, EEOC</b>	CARIBBEAN
09:00 AM-16:00 PM  Coordinator Coordinator Mentors	<b>Executive Coaching (Pre-registration Required)</b>  <b>Peter Nguyen, Sr. Vice President, FAPAC</b> <b>Kevin Le, Auditor, FAPAC</b> <b>Dr. Arun C. Basu, Director, Civil Right Division, NRCS/USDA (Retired)</b> <b>Margareth J. Bennett, National Institute of Health</b> <b>Linda Bradford, Office of Personnel Management</b> <b>James Braxton, Army Corp of Engineer</b> <b>MG Jim Chow, MD, Air National Guard</b> <b>CAPT Jason Lyuke, U.S. Coast Guard</b> <b>CAPT Cynthia Macri, MD, U.S. NAVY</b> <b>Samuel Tinsing Mok, Condor International Advisors, LLC</b> <b>Giao Phan, Deputy Program Executive Officer, US Coast Guard</b> <b>Brian Ronholm, Deputy Undersecretary for Food Safety, FSIS/USDA</b> <b>Mike Spencer, Deputy Chief Engineer, Space and Naval Warfare Systems Command</b> <b>Dr. Parveen Setia, Chief, Policy Analysis and Development Staff, Animal and Plant Health Inspection Service, APHIS/USDA</b> <b>Veronica Villalobos, Director, Office of Diversity and Inclusion, Office of Personnel Management</b>	INTERNATIONAL BALLROOM
10:30 AM-10:45 AM	Morning Break - Visit Exhibits	
10:00 AM-12:00 PM Moderator Panel	<b>P2c. Plenary Session: Student Career Session</b> <b>John Kusano, FS and Kathleen Eagen, Dept. of State</b> Representatives from military and civilian agencies will discuss various career options in a continuous session (Pre-registration required)	CATALINA
10:45 AM-11:45 AM Mistress of Ceremony Guest Speaker	<b>P8. Plenary Session: Diversity and Inclusion</b> <b>Kaye Nitta, FDA</b> <b>Veronica Villalobos, OPM</b>	CARIBBEAN
12:00 PM-01:30 PM	Lunch On Your Own	
01:45 PM-03:15 PM	Workshop Session E	
	<b>E1. The Anatomy of a Suicide Due to Hazing: Due H. Tran, Esq., DHT Law PLLC</b>	PACIFIC I
	<b>E2. Successfully Navigating Your Career in the Government and Beyond: Samuel Tinsing Mok, Condor International Advisors LLC</b>	PACIFIC II
	<b>E3. Beyond Expertise: Hung S. Kloenug, SSA</b>	CARIBBEAN
	<b>E4. Climbing the Leadership Ladder: Ray Vaudo, Graduate School USA</b>	MEDITERRANEAN I
	<b>E5. The Rehab Act &amp; Best Practices: Jason Olsen, DOL; Kendra Duckworth, USAF; Matthew Murphy, EEOC</b>	MEDITERRANEAN II
	<b>E6. Pathway Program for Internship: Kathleen Eagen, Dept. of State</b>	CATALINA

## Program Agenda Cont'd.

03:15 PM-03:45 PM	Afternoon Break - Visit Exhibits	FOYER
03:45 PM-05:15 PM	Workshop Session F	
	<b>F1. Benefit Maximization Strategies for Federal Employees: Sherman Ware &amp; Daryl Blackmon, SBIK Insurance</b>	PACIFIC I
	<b>F2. Diversity &amp; Inclusion Leadership: Greg Cofer, FDIC</b>	PACIFIC II
	<b>F3. How to Prepare ECQ for an SES Position: Dr. Arun C. Basu, Civil Right Director, NRCS/USDA (Retired)</b>	MEDITERRANEAN I
	<b>F4. Breaking New Ground - Unique Careers: Liz Berger, FS; John Kusano, FS; Whitney Esguerra, FS</b>	MEDITERRANEAN II
	<b>F5. Overcoming Cultural Barriers to Leadership: CAPT Jason Lyuke, U.S. Coast Guard (Student Track)</b>	CATALINA
07:00 PM-10:30 PM	Social Event - optional  Hollywood Tours Harbor Cruise Arrangements to be made based on interest	
<b>FRIDAY, May 10, 2013</b>		
08:00 AM-12:00 PM	Exhibits Take Down	
09:00 PM-10:30 AM	Workshop Session G	
	<b>G1. A Secure Financial Future in Unsettling Economic Trends: G B Bose, Washington Retirement Planning Specialist</b>	CARIBBEAN
	<b>G2. Benefit Maximization Strategies for Federal Employees: Sherman Ware &amp; Daryl Blackmon, SBIK Insurance TBD</b>	PACIFIC I



## Plenary Session & Workshop Description

### P1. Hazing – Issues and Solutions

*Speaker: Dr. David S.C. Chu, Former Under Secretary of Defense*

The perennial issue of hazing in the military will be discussed against the background of the military policies instituted. Recent examples involving Asian American cases would be discussed with recommendation of what organizations like FAPAC can do.

### P2a., P2b., P2c., Student Career Session

*Moderator: John Kusano, FS/USDA and Kathleen Eagen, Dept. of State*

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

### P3. FAPAC Annual General Body Meeting and Chapter Orientation

*Moderator: Parveen Setia, Chapter Committee Chair*

The session will open with a presentation by the President on the activities and initiatives at FAPAC National. The presentation will be followed by some highlights presented by Officers, Committee Chairs and Chapter Officers.

### P4. DoD Program

*Coordinator: TBA, USCG*

The session will provide training for DoD attendees but will be open to the public. Learn about the key issues facing by AAPI men and women in uniform.

### P5. AAPI Healthcare Forum

*Presenters: LCDR Sunny Ramchandani M.D., US Navy Medical Center and Lesley Varghese, Asian American Resource Center*

The plenary will discuss the healthcare disparities among the AAPI and other issues related to the AAPI community.

### P6. APA Women and Leadership Forum

*Moderator: TBA*

The session offers an update on the status of APA women in leadership positions and discuss the critical barriers remain. A panel of seasoned women leaders will share their experiences in getting up the career ladder.

### P7. WHIAAPI FAPAC Challenge Team Pilot

*Moderator: TBA*

The launch of a pilot “Challenge Team” provides AAPI employees opportunities to develop core competencies which may not be available otherwise. The interagency volunteer team will focus on a highly visible project that would involve policy or program development. The pilot will be complementary to the CDHP mentoring program and SES development program currently led by FAPAC

and AAGEN as initiatives to improve AAPI representation at the senior level.

### P8. Diversity and Inclusion

*Guest Speaker: Veronica Villalobos, OPM*

The new Executive Order emphasizes the important role of diversity and inclusion in the federal government. It has been several years after the historic EEOC report on AAPI in the federal workforce. What has been done and what else we need to do.

## Executive Coaching

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

Senior Leaders will be available to meet one-on-one in short sessions to offer advice on professional career development. Pre-register at the information desk.

## Workshop Description

### A1. LGBT Cultural Competency

*Presenter: Matthew Murphy, EEOC*

*Course Description:* This course will explore discrimination against the LGBT community, the parallels between discrimination against LGBTs and other groups, discuss generally accepted terminology to be used when referring to those in the LGBT community, and successful ways to make the workplace a more positive and inclusive environment. Recognizing the fact that this is a topic about which some have had very limited exposure, the instructor and participants will work together to create a safe environment for individuals to ask whatever questions they might have about the LGBT community without fear of being judged or labeled.

### A2. Time Management

*Presenter: Margareth J. Bennett, NIH; Linda Bradford, OPM*

*Course Description:* Based on the book of the same title, you can make every moment more valuable through 24 mastered techniques that will instantly increase your workplace efficiency. Learn how to match the right time saving method to each situation and avoid inefficiency.

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

*Presenter: Yewah Lau, Robin Gyorgyfalvy, Chinling Chen, FS/USDA*

*Course Description:* Is it possible to create positive change in the world through the USDA Forest Service? Learn how leadership takes many different shapes and forms and how Asian Pacific American women have contributed their unique talents and passion toward communities adjacent to public

## Plenary Session & Workshop Description Cont'd.

lands. Leading from a variety of specialties, positions, and geographical locations throughout the agency is key to success. What are your leadership qualities and how can you develop these into making a difference? Today's panel will share how their contributions and accomplishments have guided or will guide their careers as committed public land managers with the Forest Service.

### A4. The Challenges of A Special Emphasis Program Manager

*Presenter: Frederick Cheng, USDA*

*Course Description:* Special Emphasis Program Manager (SEPM) plays an important part in implementing and executing a model workplace. This workshop will explore the challenges of time management, managing your boss, expectations, and understanding data disaggregation. Participants will learn how to see their program challenges and turn them into opportunities.

### A5. Decision Making for Executives

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

*Course Description:* The workshop is for executives, managers, business leaders and technical professionals who are required to apply critical thinking to handling both daily and "big picture" issues, challenges, especially as they result in effective decision making. It will show the need of applying critical thinking in the 21st Century Workplace. This workshop will teach you how to build, expand, and sharpen your critical thinking skills and how to apply these skills in a team setting, in a leadership group and when you have to act as an individual.

### A6. How to Sharpen Your Business Writing Skills

*Presenter: Jacob Faibisch, USDA*

*Course Description:* To attract the attention of today's busy readers, you must respond to their need for clarity and conciseness in written communication. In this workshop, you'll get the business writing skills you need, overcome "writer's block," learn to recognize and avoid common mistakes and receive a tool kit of proven techniques for delivering information powerfully, persuasively and professionally.

### B1. Next Level Leadership:

*Presenter: Hung S. Kloenug, SSA*

*Course Description:* The presenter will help attendees explore ways achieve "joy" in their personal and professional lives. The ABCs of Next Level Leadership is the alignment of attitudes, beliefs and commitments through the use of strengths. Participants will learn how to Maintain a Healthy Attitude; Have Clear Beliefs; Honor Commitments; and use their Strengths in their personal and professional lives right now. At the end of the workshop, each participants will leave with a completed personal alignment statement that will help them to achieve their Next Level Leadership.

### B2 & F2. Diversity and Inclusion Leadership

*Presenter: Greg Cofer, FDIC*

*Course Description:* The course offers useful recommendations for managers with aspirations of becoming effective inclusive workplace leaders. The presentation will show why diversity and inclusion leadership capabilities are mandates for organizations given the rapidly increasing cultural diversity of America's population and talent pool. Participants will also learn to view diversity and inclusion through the prisms of talent optimization and organization development. Additionally, attendees will learn new approaches for generating a larger array of ideas and perceptions around strategic diversity management.

### B3. Disability Cultural competency

*Presenter: Kendra Duckworth, USAF; Jason Olsen, DOL; Matthew Murphy, EEOC*

*Course Description:* This session will provide attendees with information necessary to achieve the objective of creating a positive and inclusive environment for all. Participants will be provided with an overview of general concepts related to cultural competency, as well as an overview of the discrimination faced by individuals with disabilities in the federal workplace. Participants will also be provided with tools and knowledge they can use to make the workplace more inclusive for individuals with disabilities. These objectives will be achieved, in part, through the personal narratives of the speakers

### B4. The Salience of Archetypes

*Presenter: Sophon Shadraconis, Customs & Border Protection, DHS*

*Course Description:* Archetypes are mental models which have individual collective expression which can include individual perceptions of others and provide context for religious/spiritual orientation in personal and professional lives. This information can assist in how to handle religion and religious accommodation in the workplace

### B5 & G1. A Secure Financial Future in Unsettling Economic Trends

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

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

### B6. How to Conduct/Handle Interviews

*Presenter: Jacob Faibisch, USDA*

The Federal Government wants to assist individuals seeking employment, with understanding the entire process, to include being prepared for the interview. This session will cover the steps to follow in order to make preparations before the interview, as well as what to expect during the entire interview process. During this workshop, you will: 1) learn

## Plenary Session & Workshop Description Cont'd.

what to do in order to prepare before the interview; 2) learn how to dress and what to take to the interview; 3) learn how to conduct yourself during the interview; and 4) the various interview formats

### **C1. Two Billion Dollars – the High Cost of Discrimination**

*Presenter: David L. King, USDA*

*Course Description:* Anatomy of the Legacy of Discrimination. Routine program decisions by loan officers that reflected a race, gender and ethnic bias resulted in devastating losses of farms and livelihoods across several states. In an effort to eliminate this disparity USDA was involved in class complaints whose cost exceeded 2 billion dollars.

### **C2. Veteran's Empowerment 101**

*Moderator: Ronald Sagudan, VA*

*Presenter: Charlie M. Lonon, Michael Lew, VA*

*Course Description:* Veterans, Military, and Family members will learn about the eligibility, enrollment, and service of the Veterans Health Administration. Also on the panel, Veterans and Military will learn about VA 4 Vets. The VA for Vets program is aligned under the Office of Human Resources and Administration (HR&A). This office supports VA's three administrations with human resources and benefits management, diversity and inclusion, and recruiting, hiring and training VA's workforce.

### **C3. New IQ: The Inclusion Quotient in the Workplace**

*Presenter: Veronica Villalobos, OPM*

*Course Description:* Research tells us that workplace inclusion is a contributing factor to employee engagement and organizational performance. One of the major issues facing organizations and the federal government in regard to inclusion is how to properly measure it and improve inherently intangible aspect of group interaction. The Office of Personnel Management's Office of Diversity and Inclusion has created a metric system that takes into account performance outcomes and incorporates questions from the Federal Employment Viewpoint Survey (EVS). Focusing on 20 questions taken from the EVS, OPM developed the New Inclusion Quotient (the New IQ), which is designed to help agencies, offices, and employees create more inclusive work environments where employees feel valued and are able to fully contribute. During this session, participants will learn more about the New IQ and engage in exercises that will help them build inclusive work environments.

### **C4. Recognition and Modulation of Aberrant Behavior to Improve Workplace Productivity**

*Presenter: CAPT Cynthia Macri, MD, US Navy*

*Course Description:* Recognition and Modulation of Aberrant Behavior to Improve Workplace Productivity. CAPT Cynthia Izuno Macri, MC, USN, Special Asst. to the Chief of Naval Operations for Diversity. A permissive culture that tolerates aberrant behavior threatens worker self-esteem and contributes to degradation of individual, team and organizational performance. In accordance with CNO's goal to institutionalize diversity

from the perspective of achieving peak performance, it is time to examine some of those factors that affect performance. Members of minority groupings and women are disproportionately affected by these subtle, degrading behaviors, which have been termed microaggression. This session will introduce three key concepts – Cultural Fluency, Microaggression, and Stereotype Threat and show how removing these behaviors from our work environment can liberate victims or other marginalized groups so that all can work together to achieve their fullest potential.

### **C5. Pacific Islander Issues**

*Presenter: Teresita Smith, DIA*

*Course Description:* Address the needs of the Native Hawaiian and Pacific Islander community. This workshop will present "hot topics" and current issues concerning the Pacific Islanders as well as focus on people, history, culture, government from the U.S. Territories and possessions, and their relationship with the United States. Interesting points will be explored and presented from the perspective of Pacific Islanders.

### **C6. Working for the Federal Government: An Introduction to Life in the Public Sector**

*Presenter: John Kusano, USDA*

*Course Description:* This session is directed to the students and veterans who will attend the program. It will give them an orientation of the wide range of federal jobs, the opportunities for summer internships and also the ABCs of how to apply for a job.

### **D1. Teaching an Elephant to Dance – How to Accomplish it**

*Presenter: William Milton, Deputy HR Director, USDA*

*Course Description:* Changing individual behavior is a challenge, but changing the culture of an institution is a herculean task. This presentation will provide a step by step analysis of what an agency must do embark on a path of making serious cultural changes in addressing mission and workplace challenges and embrace diversity – meeting the requirements of MD-713.

### **D2. Veteran's Empowerment 102**

*Moderator: Ronald Sagudan, VA*

*Presenter: Mary Elizabeth Jones, Melvin Worthy, VA*

*Course Description:* Veterans, Military, and Family members will learn basics of Veterans disability compensation, e-benefits, GI-Bill, pension, home loan, and other benefits services of the Veterans Affairs. Also, attendees will learn about cemetery services, Presidential Memorial Certificates, and other Memorial benefits.

### **D3. Project Management**

*Presenter: Dr. Lauren Talia, DBA*

*Course Description:* Perhaps you just became a manager of a team, or you have a team project and you want to know how best to control and manage the team to get optimum results.



## Plenary Session & Workshop Description Cont'd.

Creating and managing teams in the workplace can lead to effective outcomes, but the success and longevity of teams in organizations will depend on the ability of organizational leaders to extract the best teams can provide. Whether a team leader or a team member, you need to develop team skills.

### D4. Bullying in the Workplace

*Presenter: Patricia Lee, Esq., Dept. of State*

*Course Description:* Bullying in the federal sector is not uncommon. Unaddressed, it can lead to a hostile work environment in the workplace. This training defines bullying as it applies to the workplace and identifies options for dealing with the behavior. Participants will learn strategies for maintaining a work environment that is free from bullying behaviors and review procedures for addressing EEO-related bullying /harassment.

### D5. Pan-ethnic Asian American Identity and Public Policy

*Presenter: Lesley Varghese, Asian American Resource Center*

*Course Description:* Race is a socio-political construct that is both self-asserted and imposed by others. In the case of Asian Americans, distinct immigrant and native sub-populations have formed pan-ethnic political identities. These classifications impact resources and present opportunities and challenges in shaping public policy.

### D6. Selling Yourself: Your Resume is the First Contact

*Presenter: Linda Bradford, OPM; Margareth Bennett, NIH*

*Course Description:* The Federal Government is making it quicker and easier to connect the best candidates with Federal jobs. You will be able to apply to almost any Federal job with a resume and an optional cover letter. This workshop will cover best practices for writing an effective resume that highlights your strengths and accomplishments. During the workshop, you will: 1) learn tips to market yourself; 2) understand what information to include on your resume; 3) understand best practices for describing your experience; and 4) learn how to communicate veteran-specific information on your resume.

### E1. The Anatomy of a Suicide Due to Hazing

*Presenter: Due H. Tran, Esq.*

*Course Description:* The Denny Chin case, covered from its inception, through the trial, and the verdict. A complex and difficult cultural reality of the military fully explained and what can be done to avoid future occurrences. Hazing resulting in personal tragedies and how the military judicial system is dealing with it.

### E2. Successfully Navigating Your Career in the Government and Beyond

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

*Course Description:* Strategic and long term planning of your career. Understanding the difference between employment security and job security; how to manage your boss without appearing ingratiating; and planning horizontal or

vertical moves in a transparent, ethical and responsible manner. Steps to attain a productive second career after federal service.

### E3. Beyond Expertise

*Presenter: Hung S. Kloeung, SSA*

*Course Description:* To be successful in today's changing business and governmental environment, supervisors, managers and executives must adapt to challenging mission assignments; shifting agency missions, goals and objectives; and budgetary as well personnel shortfalls. Diversity & Inclusion is an imperative of the 21st century and to you ignore it at your peril.

### E4. Climbing the Leadership Ladder

*Presenter: Ray Vaudo, Graduate School USA*

*Course Description:* This workshop will examine the various levels of leadership and identify the Office of Personnel Management competencies that come into play at each level. Learn how "management" differs from "leadership" and the relationship of each to different organizational levels. Learn ways to further develop your knowledge and skills to successfully climb the "Leadership Ladder."

### E5. The Rehab Act & Best Practices

*Presenter: Jason Olsen, DOL; Kendra Duckworth, USAF; Matthew Murphy, EEOC*

*Course Description:* Provide an overview of the health issues that Asian-Americans face throughout the country, discuss ways in which the federal healthcare sector is providing innovative methods to address these healthcare needs and solving these respective problems, and explore methods by which federal government officials can partner with state and local government to execute key needs for key communities.

### E6. Pathway Program for Internship

*Presenter: Kathleen Eagen, Dept. of State*

*Course Description:* The student intern program was updated by court ruling and OPM has instituted new requirements for agencies to follow. This is essential information for students interested in federal internships.

### F1 & G2. Benefit Maximization Strategies for Federal Employees

*Presenter: Sherman Ware & Daryl Blackmon, SBIInsurance*

*Course Description:* The workshop is designed to provide education and information to the federal employees about the risk management and investing for retirement under the current financial crisis and to become more aware of some options available to government employees in planning for retirement income.

### F3. How to Prepare ECQ for an SES Position

*Presenter: Dr. Arun C. Basu, Former Civil Rights Director, NRCS, USDA (Retired)*

*Course Description:* This course will provide information and resources participants can use in writing their Executive Core Qualification statements that are required to apply for Senior Executive Service (SES) positions and to apply

## Plenary Session & Workshop Description Cont'd.

for SES Candidate Development Programs. Participants will: Understand why the Executive Core Qualifications (ECQs) are important; Learn what competencies are covered by each ECQ; Learn how to write ECQs.

### **F5. Breaking New Ground - Unique Careers**

*Presenter: Liz Berger, John Kusano, Whitney Esguerra, USDA*

*Course Description:* Learn how breaking new ground through unique career opportunities make the USDA Forest Service an extraordinary place to be right now. It is possible to make a difference through natural and cultural resource management as described by an exciting panel of dedicated experts. They will present their experiences based on different specialties, positions, and geographical locations throughout the Agency. Their careers involve caring for National Forests and Grasslands by working on districts, supervisor and regional offices, and at the national level in Washington, D.C. These specialists will share their perspectives as Asian Pacific Americans and as committed public land managers.

### **F6. Overcoming Cultural Barriers to Leadership**

*Presenter: Captain Jason Lyuke, USCG*

*Course Description:* This course present anecdotes and sea stories of an Asian immigrant who joined the U. S. Coast Guard, became an aviator, and rose through the ranks. It will offer some thoughts on success despite cultural differences, and insights on how to reconcile the leadership styles of the East and West.

## Keynote & Guest Speaker Biographies



**Ray W. Brewer**, Chair of the Federal Executives Board of Greater Los Angeles, currently serves as the Field Office Director (FOD) for the U.S. Department of Housing and Urban Development's (HUD) Los Angeles Field Office and Acting Field Office Director for HUD's Santa Ana Field Office. He is a local face of HUD to state and local governments and citizens of Southern California. He serves in a pivotal role in ensuring the integration of all HUD programs areas including Housing, Community Planning and Development, Public and Indian Housing, and Fair Housing. Mr. Brewer is a native of Maryland and moved to Southern California after completing his Bachelor of Science Degree in Business Administration from Towson State University in Towson, Maryland. In 1978, he joined HUD as an Urban Intern with the Office of Audit. In his more than 34 years of service at HUD, he has held numerous managerial positions and received various performance awards.



**Mayor Bob Foster** was elected as the 27th mayor of Long Beach in June, 2006. He was re-elected for a second term in June 2010. Mayor Foster served as president of Southern California Edison before his retirement in 2006 after more than 20 years with the company. As an Edison executive, Mayor Foster led California's largest electric company through the 1999 energy crisis. Mayor Foster began his career in public service as a staffer in the California State Senate and California Energy Commission where he established statewide energy efficiency standards that are still enforced today. He was appointed as the Environmental Committee chair in 2008, elected to the Advisory Board in 2009 and elected to the Board of Trustees in 2010 for the U.S. Conference of Mayors. Governor Schwarzenegger appointed Mayor Foster to the Board of Governors for the California Independent Systems Operators (ISO) in 2010. Mayor Foster is a graduate of San Jose State University in public administration. Prior to his election as mayor, he served as a trustee to the California State University system and remains active in a number of community and public policy organizations.



**Randy Moore** became Pacific Southwest Regional Forester in late October 2007, giving him overall responsibility for 18 National Forests in California, as well as S&PF programs in Hawaii and the affiliated Pacific Islands, covering one-fifth of the state or 20 million acres of land. He was previously the Eastern Regional Forester in Milwaukee, Wisconsin, a position he took in 2002. A native of Bastrop, Louisiana, Moore graduated from Southern University in and began his federal career with the U.S. Natural Resources Conservation Service in North Dakota. He started his career with the U.S. Forest Service in 1980, with assignments on the Pike and San Isabel National Forests in Colorado, and the Comanche and Cimarron National Grasslands in Kansas. He served as Deputy Forest Supervisor and then as Forest Supervisor of the Mark Twain National Forest in Missouri. He has served in numerous other assignments at the local, regional, and national levels. Moore has also had national-level experience in Washington, D.C., having served as acting Associate Deputy Chief; acting National Deputy Soils Program Manager; and participating in the Legislative Fellows Program working with former U.S. Senator Johnston (D-LA). Randy and his wife Antoinette have two sons, a daughter-in-law, and two grandsons.



**Adm. Jonathan W. Greenert** became the 30th Chief of Naval Operations Sep. 23, 2011. He is a native of Butler, Pa. He graduated from the U.S. Naval Academy in 1975 and completed studies in nuclear power for service as a submarine officer. His career as a submariner includes assignments aboard USS *Flying Fish* (SSN 673), USS *Tautog* (SSN 639), Submarine NR-1 and USS *Michigan* (SSBN 727 - Gold Crew), culminating in command of USS *Honolulu* (SSN 718). Subsequent fleet command assignments include Commander, Submarine Squadron 11; Commander, U.S. Naval Forces Marianas; Commander, U.S. 7th Fleet (August 2004 to September 2006); and, Commander, U.S. Fleet Forces Command (September 2007 to July 2009). Greenert has served in various fleet support and financial management positions, including deputy chief of Naval Operations for Integration of Capabilities and Resources (N8); deputy commander, U.S. Pacific Fleet; chief of staff, U.S. 7th Fleet; head, Navy Programming Branch and director, Operations Division Navy Comptroller. Most recently he served as 36th vice chief of naval operations (August 2009 to August 2011). He is a recipient of various personal and campaign awards including the Distinguished Service Medal (6 awards),



## Keynote & Guest Speaker Biographies



**Roger M. Natsuhara** was appointed Principal Deputy Assistant Secretary of the Navy (Installations and Environment) in August 2009. Mr. Natsuhara participates in the formation and management of Navy and Marine Corps installation and environment policies related to construction management; sustainment, restoration and modernization of facilities; acquisition, utilization and disposal of real property and facilities; environmental protection, planning, restoration and natural resources conservation; and Safety and Occupational Health. Mr. Natsuhara first worked for the Boeing Commercial Airplane Company in Renton, Washington as a senior engineer in the 757 Flight Test Integration Group. He entered the Navy through Officer Candidate School in Newport, Rhode Island and was commissioned an Ensign, U.S. Navy in 1982. His first assignment in the Navy was as a Surface Warfare Officer aboard USS HAROLD E. HOLT (FF1074), where he served as the Gunnery and Missile Officer and the Anti-Submarine Warfare Officer. During this assignment, Mr. Natsuhara was selected to the U.S. Navy, Civil Engineer Corps, where he served in a variety of assignments for over 22 years. After retiring from the Navy, Mr. Natsuhara worked at Battelle Memorial Institute as a Navy Market Sector Senior Market Manager. He was then the Director of the Real Property, Facilities and Logistics Office for the National Oceanic and Atmospheric Administration (NOAA), with responsibility for the management and policies of all real property, facilities and logistics programs for NOAA.



**Dina Nguyen** arrived in Orange County in 1977 and was elected to the Garden Grove City Council in November 2006, then again in 2010. Prior to her election, she served as a commissioner on the Garden Grove Neighborhood Improvement and Conservation Commission. She has also attained an 18-year legal career with the Orange County Superior Court. Over the years, she has lent her support to organizations such as the Garden Grove Rotary Club, Sustainable Community Foundation of Orange County, Boy Scouts of America, American Red Cross, NBH Youth and Cultural Development Center, Orange County Community Services Programs, Team of Advocates for Special Kids, and the Susan G. Komen Foundation.



**Brian-Linh Nguyen, MD** is a Family Medicine Physician at the Kaiser Permanente South Bay Medical Center. Dr. Nguyen completed his medical training and earned his medical degree from University of California, Los Angeles, David Geffen School of Medicine and earned his MBA degree from UCLA Anderson School of Management. Board certified in Family Medicine, Dr. Nguyen joined the Southern California Permanente Medical Group in 2003 and serves as an elected member of the Southern California Permanente Medical Group Board of Directors.



**Dr. Neil Parsan** assumed the position of Ambassador Extraordinary and Plenipotentiary to the United States of America and The United Mexican States and Permanent Representative of Trinidad and Tobago to the Organization of American States (OAS) in 2011. Dr. Parsan did his Undergraduate Medical Degree at the University of the West Indies, Faculty of Medical Sciences where he graduated with Distinction. After spending eight (8) years as a Lecturer/Tutor at the Faculty of Medical Sciences (UWI), he pursued a Master of Business Administration (MBA). He also holds a Registered Financial Consultant (RFC) Degree, a CACM from Harvard University School of Public Health and a Diploma in International Trade Management (Dip. ITM) from ITM Worldwide in Sweden. He was a Director in several Companies – locally and regionally. He is presently the Chairman of the Global Gas Council, a Director of the Young Americas Business Trust (YABT), the Arthur Lok Jack Graduate School of Business (GSB) Alumni Board and Vice President of the Private Hospitals Association of Trinidad and Tobago (PHATT).

## Keynote & Guest Speaker Biographies



**David S. C. Chu** was Sworn in as the Under Secretary of Defense for Personnel and Readiness on June 1, 2001. A Presidential appointee confirmed by the Senate, he is the Secretary's senior advisor on recruitment, career development, pay and benefits for 1.4 active duty military personnel, 1.3 million National Guard and Reserve personnel and 680,000 DoD civilian employees and is responsible for overseeing the state of Military Readiness. Dr. Chu earlier served in government as the director and then Assistant Secretary of Defense from May 1981 to January 1993. In that Capacity, he advised the Secretary of Defense on the future size and structure of the armed forces, their equipment, and their preparation for crisis or conflict. From 1978 to 1981, Dr. Chu served as the Assistant Director for National Security and International Affairs, Congressional Budget Office, providing advice to the Congress on the full range of national security and international economic issues. He began his service to the nation in 1968 where he was commissioned in the Army and became an instructor at the U.S. Army Logistics Management Center, Fort Lee VA. He later served a tour of duty in Republic of Vietnam, working in the office of the Comptroller, Headquarters, 1st Logistical Command. He obtained the rank of captain and completed his service with the Army in 1970.



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



**Bill Zielinski** became the Regional Commissioner in the San Francisco Region of the Social Security Administration in September 2011. As the principal Social Security official for the states of California, Arizona, Nevada, Hawaii and the Pacific Area, he provides leadership for the effective and efficient operation of all Social Security programs within the region. Prior to becoming Regional Commissioner, Mr. Zielinski served as Associate Director for Retirement Services in the Office of Personnel Management. In this capacity, he directed the activities of multiple staff and line organizations in administering the Civil Service and Federal Employees Retirement Systems and health and life insurance programs for 2.6 million federal retirees and survivors, with an annual disbursement of over \$52 billion in benefits. He also served as Deputy Associate Commissioner for the Office of Applications and Supplemental Security Income Systems (OASSIS), where he was responsible for developing and managing Information Technology solutions for a large Federal needs-based program and as Associate Commissioner of the Office of Retirement and Survivors Insurance Systems (ORSIS). During this time, Bill also served as the chair of SSA's Executive Resources Board, providing guidance and advice to the Commissioner of Social Security on issues related to the agency's Senior Executive resources and overseeing SSA's SES Candidate Development Programs. Mr. Zielinski began his Federal career with the Social Security Administration in 1990 in Bremerton, Washington. In 2000, he moved to SSA's Baltimore Headquarters, where he held progressively more senior positions in Information Technology and Management. He has been a member of the Senior Executive Service since 2005. Mr. Zielinski holds a Bachelor of Science degree in Psychology from Washington State University in Pullman, where he graduated Cum Laude.



## Special Performer

**Angelina Nguyen** will sing the national anthem. She is a 9 year old 4<sup>th</sup> grader at Marshall Elementary School in Fairfax, Virginia. Besides being in the Gifted and Talented Program in school, she is an active member of St. Elizabeth Catholic Church Choir. She plays the piano, does gymnastics, and is on the swim team.

## Executive Coaching Mentor Biographies



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

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



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

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



**Major General Jim Chow**  
Assistant to the  
US Air Force  
Surgeon General  
Air National Guard

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



**Captain Cynthia Macri**  
Special Assistant to  
the Chief of Naval  
Operations for  
Diversity

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



**Captain Jason Lyuke**  
Chief of Enterprise  
Risk, Performance,  
and Knowledge  
Management  
U.S. Coast Guard

**CAPT Jason Lyuke** immigrated from Korea at the age of 8, graduate from the University of Texas at Austin, and attended the Coast Guard Officer Candidate School. Subsequently, he was selected for Naval flight training program at Pensacola, Florida, and earned his wings as a Naval Aviator. He served as an HH-65 helicopter pilot at San Diego, Miami, San Francisco, and Los Angeles. CAPT Lyuke also attended Purdue University for a Master of Science in Industrial Administration and the National War College for a Master of Science in National Security Strategy. Today, CAPT Lyuke serves as the Chief of Enterprise Risk, Performance, and Knowledge Management.



## Executive Coaching Mentor Biographies, Cont'd.



**Giao Phan,**  
Deputy Program  
Executive Officer,  
U.S. Coast Guard

**Giao Phan** serves as the Coast Guard Deputy Program Executive Officer and Deputy Director of Acquisition Programs since Nov 2007. She is responsible for supporting the Coast Guard's Program Executive Officer in overseeing the execution of all Coast Guard major acquisition programs. Ms. Phan previously worked as an acquisition professional with the Department of the Navy, managing the development and acquisition of complex weapons systems and serving as the US Navy's Deputy Program Manager for In-Service Aircraft Carriers Program. Other career highlights include assignment as the US Navy's Deputy Program Manager for In-Service Aircraft Carriers Program, Assistant Program Manager for Nimitz Class New Construction, Director for Aircraft Carriers and Amphibious Ships in the Office of Deputy Assistant Secretary of the Navy for Ships, Electronics Systems Manager for the Seawolf Fast Attack Submarine Program. Her awards include the Women of Color STEM Career Achievement - Government Award (2010), the Navy Superior Civilian Service Award (2006) and the Navy Meritorious Civilian Award (2004). She earned her undergraduate degree in Civil Engineering from the Virginia Tech, and received an MS in Management from the Florida Tech.



**Michael Spencer,**  
Deputy Chief Engineer (Acting),  
Space and Naval  
Warfare System  
Command,  
U.S. Navy

**Michael Spencer** was selected to the Senior Executive Service in June 2009 to serve as the Deputy Chief Engineer (DCHENG), SPAWAR 5.0. He provides technical direction and oversight for all SPAWAR engineering efforts to ensure timely delivery of interoperable, affordable, and supportable Command, Control, Communications, Computers for Intelligence, Surveillance and Reconnaissance (C4ISR) and Information Operations (IO) warfare, combat, combat support, business and information technology systems and services. Prior to his current assignment, Mr. Spencer was the Director of Operations and Deputy Executive Director for Enterprise Integration at the Joint Program Executive Office (JPEO) Joint Tactical Radio System (JTRS). From 2005 to 2008, Mr. Spencer was PM of PMW 150, Control Programs, leading over twenty acquisition programs and projects. During his tenure, he has led NTCSS, GCCS-M and C2 programs to Service Oriented Architecture. Mr. Spencer is a graduate of NAVAIR's Senior Executive Management Development Program (SEMDP) and the Federal Executive Institute (FEI). He is a member of the Acquisition Professional Community and is DAWIA Level III certified in Program Management and SPRDE. His personal awards include the Superior Civil Service Award and 3 Meritorious Civilian Service Awards.



**Dr. Parveen Setia**  
Chief of Policy  
Analysis and  
Development Staff  
(PAD), USDA

**Dr. Parveen Setia** is the Chief of Policy Analysis and Development Staff (PAD) at USDA's Animal and Plant Health Inspection Service (APHIS) and oversees economic and policy analyses required for rulemaking and pre-decisional regulatory actions as well as assists Agency leadership in the evaluation of a broad range of policy and program issues. In 1986, Parveen started his as an Economist with the Economic Research Service in USDA. In 1997, he moved to the Office of the Secretary to serve as an economic advisor to the director of USDA's Office of Civil Rights on settling class action lawsuit claims. Dr. Setia received his Ph.D. in Applied Economics from the University of Illinois at Urbana-Champaign and M.Sc from University of Guelph, Ontario, Canada. He also received executive education and leadership training through Harvard Kennedy School of Government, SES Candidate Development Program, Federal Executive Institute, Federal Management Development Center, Brookings Institute, and USA Graduate School's Leadership Development Academy.



**Veronica Villalobos**  
Director, Office  
of Diversity and  
Inclusion,  
Office of Personnel  
Management

**Ms. Veronica Villalobos** was appointed to the Senior Executive Service in October 2010. She currently holds the position of Director, Office of Diversity and Inclusion, with the Office of Personnel Management (OPM). In that capacity, she manages OPM's government-wide diversity effort to develop, drive and monitor strategies and initiatives designed to create a more diverse and inclusive Federal workforce. Prior to her current position Ms. Villalobos was employed at the U.S. Equal Employment Opportunity Commission (EEOC or Commission), as one of the agency's first Honor Program Attorneys. From 2008 through 2010, she served as the Director of the Office of Equal Opportunity where she was responsible for EEOC's EEO Complaint Processing and Affirmative Employment Programs. In spring of 2010, she detailed to OPM as Special Counsel to Christine Griffin, OPM Deputy Director and Chair of the Inter-Agency Work Group on Diversity (Work Group). From 2000 through 2008, Ms. Villalobos was assigned to the Office of Federal Operations where she issued decisions in cases covering the entire spectrum of legal bases of alleged discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal. She graduated from Saint Mary's College in South Bend, Indiana in 1996 with a Bachelor of Arts degree in Political Science and Psychology. She received the Telecommunications Fellowship with the Congressional Hispanic Caucus Institute, through which she gained hands-on experience at the non-profit Public Technology, Inc. From 1997 to 2000, she attended American University's Washington College of Law in Washington, DC, where she earned her law degree. Ms. Villalobos is a member of the Maryland and Michigan Bars.



## Plenary Presenter Biographies



**Linda Bradford**, Deputy Associate Director, Administration for Retirement Services in the Office of Personnel Management. Prior to joining OPM, she was formerly Director of Equal Employment Opportunity at the Department of Housing and Urban Development. She has also served as the HUD Alternative Dispute Resolution Program Director as well as the Senior Alternative Dispute Resolution Specialist at the Department of the Treasury, Bureau of Engraving and Printing. She is the founder of and previous Administrator of the Treasury Program on Sharing Neutrals. Ms Bradford received her B.S. degree from Bowie State University. She is a member of the National Association of Female Executives and the Association for Conflict Resolution.



**Kathy Eagen**, Senior Recruitment Outreach Officer, will lead a discussion on successful applications for Pathways Program positions at the U.S. Department of State. She will discuss how to search for positions, putting together your application on USA-jobs, and other helpful hints in navigating the paid internship process. Pathways positions include paid temporary internships as well as full time employment for recent college graduates. Kathy Eagen is the Senior Recruitment Outreach Officer at the U.S. Department of State in the Office of Recruitment Outreach. She is a Foreign Service Officer, having served in overseas postings in Japan, Argentina, Pakistan, Iceland and Afghanistan. Her current position focuses on providing information to candidates about student and employment opportunities at the State Department in both the Civil and Foreign Service.



**John Kusano** is currently the Division Director of the Human Capital Strategy Division of the Office of Human Capital Management at USDA. Prior to this John served as the Assistant Director for Human Resource Management with the USDA Forest Service with responsibilities for Human Capital Management, Workforce Planning, Recruitment, Employee Development and Human Resource Technology. John has been with USDA for 28 years starting his career as a Forester in the Forest Service's California Region. He has served as the Civil Rights Officer in California; a Civil Rights and Human Resources Specialist at the Forest Service's headquarter; Director of Civil Rights in the Southwestern Region of the Forest Service; and headquarters' Assistant Director of Civil Rights. John recently co-chaired the USDA Human Capital Management Team.



**William (Billy) P. Milton, Jr.** serves as the Chief Human Capital Officer, Office of Human Resources Management, Departmental Management, U.S. Department of Agriculture. In this position, Billy provides vision and leadership to USDA-wide programs in employee and labor relations, recruitment, diversity, veterans and disability employment, work/life, hiring reform, human resources policy, workforce and succession planning, human resources accountability, human resources enterprise systems, executive resources, and Equal Opportunity accountability. Under Billy's leadership, a new enterprise-wide USDA Virtual University has been established. Billy is also responsible for leading the Secretary of Agriculture's Cultural Transformation (CT) Initiative, which is designed to transform USDA to an inclusive, high-performing organization that mirrors the public it serves. The CT Initiative drives change through the clear communication of values and measurable goals followed by robust accountability that cascades from the Secretary to his Sub Cabinet, and ultimately all the way down to first-line supervisors and employees. In addition, he is providing oversight for ground-breaking initiatives under the Secretary's Strengthening Services initiative. Prior to serving in his current position, Billy served as Assistant Administrator for USDA's Food Safety and Inspection Service (FSIS) in the Office of Catfish Inspection Programs (OCIP) and, prior to that, as the Assistant Administrator for FSIS' Office of Management (OM).



**LCDR Sunny Ramchandani** is an active duty Navy physician who is currently the Medical Director of Healthcare Business at Naval Medical Center San Diego. In this role, he is leading efforts on San Diego's "Integrated Health Community" initiative, whereby patients are integrated with community health services throughout San Diego County – thus improving health outcomes while simultaneously lowering healthcare costs. Prior to his recent assignment, Dr. Ramchandani was selected as a White House Fellow and served as the Chief Medical Officer at the US Office of Personnel Management. Here, he was the lead clinician of the Federal Employee Health Benefit Program, which serves 8 million patients, contains over 200 healthcare plans, and has an annual budget of \$43 billion. In 2009, Dr Ramchandani deployed to Afghanistan as the Senior Medical Mentor for the Afghan National Security Forces and help guide the execution of a new healthcare development strategy for the Afghan Army Medical facilities in the country. He previously served in the General Internal Medicine department at the Walter Reed National Military Medical Center, where he helped co-found the its Patient-Centered Medical Home model in 2007. Dr Ramchandani earned his M.P.H. (Health Management) from the Harvard School of Public Health and his M.D. from the Yale School of Medicine, where he received the Norman Herzig Award for his dedication to humanitarian service in India. He earned his B.S. from the U.S. Naval Academy, where he was a Truman Scholar and graduated first in his class academically.



**Lesley Varghese** is the Executive Director and General Counsel of the Asian American Resource Center, a nonprofit corporation created to support the construction and operation of the Asian American Resource Center (AARC) facility, a community resource center for the diverse Asian American communities of central Texas. In addition to her work at AARC, Lesley has taught Asian American Studies/Government at the University of Texas at Austin, where she is currently supervising Asian American history research and co-chairing the Strategic Advisory Committee for the Center for Asian American Studies. Lesley began her legal career as a trial and financial services attorney in Austin, Texas, during which time she participated in the revision of Texas financing law and served as Chair Elect of the State Bar of Texas Asian Pacific Interest Section. Lesley subsequently practiced at Sullivan & Worcester and at the international law firm of Nixon Peabody, LLP, where she co-founded the Firm's South Asia practice. Lesley is the immediate past President and a former Trustee of the North American South Asian Bar Association (NASABA) Foundation, which funds and develops nationwide South Asian American community initiatives in the areas of domestic violence, civil rights, immigrants' rights and community access to justice. Her pro bono work has been acknowledged by the Pro Bono College of Texas, and with a Peabody Award for outstanding pro bono legal service. Lesley is a published author and speaker on various legal, economic and public policy topics.

## Workshop Presenter Biographies



**Liz Berger** is the Assistant Water Program Leader for the Forest Service in Washington, D.C. Her focus areas include the National Best Management Practices Program and watershed restoration. Prior to this position, she served as the Assistant Forest Hydrologist for the Rogue River-Siskiyou National Forest in southern Oregon. Liz also worked as a hydrologist and as a wildlife biologist for the Bureau of Land Management (BLM) prior to joining the Forest Service in 2007. Liz is currently serving her second year term on the Executive Committee for the Forest Service Asian Pacific American Employee Association (APAEA). She has also been active in outreach and recruitment since 1998. Liz has a BS in Environmental Biology, emphasis in Conservation from the University of California, Davis. She also has a River Restoration Professional Certificate from Portland State University.



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



**Chinling Chen** is a Natural Resources Specialist/Biological Scientist at U. S. Department of Agriculture (USDA) - Forest Service. She works in the Ecosystem Services and Markets program area in the State and Private Forestry Division. Her duties include communicating about ecosystem services related topics through a monthly newsletter, convening meetings for agency stakeholders and catalyzing through administering grant funding for pilot projects on the ground. She is currently on the Board of Directors of the Conference on Asian Pacific American Leadership (CAPAL) and the Secretary of USDA Chapter of FAPAC. Her background is in Environmental Economics and Policy. She holds a Master's Degree of Environmental Management from Duke University and a BS of Natural Resources Management from Texas A&M University in College Station.



**Frederick Cheng** is the Departmental Diversity and Inclusion Program Manager for the U.S. Department of Agriculture's Asian American and Pacific Islanders (AAPI). He is responsible for setting the strategy and implementing the USDA's Cultural Transformation policy to include offices and 17 agencies of USDA's AAPI and special emphasis programs. Mr. Cheng is an active member of the following affinity groups; the Federal Asian Pacific American Council (FAPAC), Asian American Government Executives Network (AAGEN), Asian Pacific American Network in Agriculture (APANA), Society of American Indian Government Employees (SAIGE), and the Naval Officer Mentor Association (NOMA). He is also a Commander in the U.S. Navy Reserve and is currently serving as the Executive Officer for the Naval Reserve, Pacific Command, Joint Intelligence Operations Center 0419 in Pearl Harbor, Hawaii.



**Kendra Duckworth** assumed her position with the Equal Opportunity Office, Department of the Air Force, as the Disability Program Manager in July 2012. She develops and administers Air Force-wide policy regarding disability policy and reasonable accommodation requirements for over 170,000 civilian Airmen. Her duties include identification of barriers to recruiting, hiring, advancement, and retention of individuals with disabilities. Ms. Duckworth assesses the effectiveness of activity and installation disability programs and provides recommendations for corrective action, as appropriate. She comes to the Air Force from the Equal Employment Opportunity Commission (EEOC) where she served as the Disability Program Manager from 2009 to 2012. While at the EEOC, Ms. Duckworth developed and implemented the EEOC Disability Program, including new reasonable accommodation procedures, standard operating procedure for hiring employees with disabilities using the Schedule A hiring authority and oversaw the procurement of assistive technology.



**Whitney Esguerra**, as a Special Use Administrator on the Deschutes National Forest, permits a wide range of lands and recreation uses such as events, recreation residences, television filming, and utility services. She has been a permanent employee with the Forest Service since 2011, and got her start through the Student Career Experience Program. In 2012, Whitney served as an Executive Committee member of the Asian Pacific American Employee Association (APAEA). Whitney has earned her Bachelors of Science degree in Conservation and Resource Studies at the University of California Berkeley.



**Mary Elizabeth** accepted the position of cemetery representative at the Los Angeles National Cemetery in Nov. 1996 and was appointed Minority Veteran Program Coordinator in 2002. Mary is responsible for assisting the director with all administrative, maintenance and burial operations to ensure dignified burial services and perpetual care for military veterans and eligible family members. Prior to coming to work for the Dept. of Veterans Affairs Mary Elizabeth worked as a statistical coordinator in franchise development for Dollar Systems. Mary Elizabeth is a certified bereavement & grief facilitator as well as trained in bedside protocol when working with terminally ill veterans. Mary Elizabeth is the proud recipient of the 2009 Disabled American Veterans outstanding VA employee, National Cemetery award for the state of California & nationally.



## Workshop Presenter Biographies Cont'd.



**Robin Lee Gyorgyfalvy** is a landscape architects plan and design land areas for parks, recreational facilities, highways, airports, and other properties. Among the highest honor a landscape architect can receive is to be a member of the American Society of Landscape Architects Council of Fellows. In 2012 that honor came to Robin Lee Gyorgyfalvy, Forest Scenic Byways Program leader and landscape architect for the Deschutes National Forest in Oregon. Holding both a bachelor's and a master's degree in landscape architecture, Gyorgyfalvy has developed an innovative policy for communities adjacent to federal properties – scenic byways and rivers, national monuments, wilderness, and conservation areas. In December 2012, Gyorgyfalvy traveled to China to make a presentation at an international conference on the development of national forest parks. She discussed conservation education through environmental design, using examples from the work she does on scenic byways, national monuments, and wild and scenic rivers.



**Hung S. Kloeung** began his career with the Social Security Administration in 2003 as a Presidential Management Fellow in the Mesa, Arizona District Office. Hung Sa was promoted to Management Support Specialist in Mesa in 2004. In 2006, Hung Sa was promoted to level 2 District Manager in the San Francisco Chinatown DO. He was then promoted to level 1 District Manager in the Eureka District in 2008 and has served as the level 1 District Manager in the Santa Barbara District since April 2010. Hung Sa has served as the Bay Area and Pacific Asian Advisory Council representative to the San Francisco Region Recruitment Cadre. He also served as Bay and Northern Area Vice President of the San Francisco Regional Management Association. Prior to joining SSA, Hung Sa worked as a Presidential Management Fellow Budget Examiner with the US Department of Justice (DOJ) in Washington, DC. Hung Sa holds a Masters Degree in Public Administration from Arizona State University.



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



**Yewah Lau** is a Forest Planner for the U.S. Forest Service. Her primary responsibility is to oversee the development of a land management plan for the 1.8 million acres of public lands that is the Coconino National Forest in northern Arizona. Her work involves collaborating with scientists; local, state, and federal governments, and communities to develop a comprehensive plan for managing ecosystems, recreation, and other activities that occur on the national forest. Yewah also just completed an assignment as a district ranger and was in charge of managing approximately 830,000 acres of the Fremont-Winema National Forest in south central Oregon. Yewah is currently the national chair of the Forest Service Asian Pacific American Employee Association, and began her career with the U.S. Forest Service as a Presidential Management Fellow.



**Michael Lew** is a retired Navy Chief Petty Officer, who served in both organizational aviation maintenance and various staff positions at the Echelon IV level. He joined the Veterans Employment Coordinators team in February 2009 as the Regional Veterans Employment Coordinator (RVEC) for Region 1. During active duty, Michael served 10 years as an F-14A Tomcat Avionics Technician with two different commands, VF-301 Devil's Disciples and VF-302 Stallions, at what was then known as Naval Air Station Miramar, or "Fighter Town USA." After 15 years in aviation maintenance and several deployments, Michael reported to Naval Air Station North Island where he served in various leadership positions. During that time, he was assigned multiple management roles, including Fleet Support Coordinator, Training Department Head and Non-Prior Service Program Manager. After retiring, he earned a bachelor's degree in organizational leadership with high honors from Chapman University through the VA's vocational rehabilitation program. He also participated in a VA work study program, where he assisted Veterans at the Vocational Rehabilitation and Employment Office at the VA's San Diego Regional Office. Michael's career at VA allows him to use what he learned during active duty to meet the Department's mission of providing assistance and genuine care to America's Veterans, while helping others like him find careers at VA that allow them to do the same.



**Charlie M. Lonon** began working at VA Long Beach in 1979, 34 years ago. Throughout her time at VA Long Beach, she has worked as an Emergency Room Clerk, Bed Control Clerk, Administrator Office of the Day, Transfer Coordinator, Supervisor Outpatient Clinics, and Chief Ward Administrator. She is currently working in the Public Affairs Office and is the Minority Outreach Coordinator. As a Public Affairs and Minority Outreach Coordinator, Charlie has directed and participated in numerous efforts to reach out to the Veteran population. She has taken part in Homeless Veteran Stand Downs, community health fairs and job fairs, Pow-Wows, speaking presentations, Town Halls, and meetings and actions with the aforementioned organizations. She has met one-on-one with a number of Veterans, discussing concerns and making sure that needs are met or questions are answered. Charlie has supervised and mentored employees at VA Long Beach to ensure professionalism and excellence in the work environment. Since she has worked in several departments and positions at VA Long Beach, Charlie has a well-rounded knowledge of how the facility works and how to provide a caring atmosphere for Veterans.

## Workshop Presenter Biographies Cont'd.



**Matthew B. Murphy, Esq.** is the Acting Director of the Office of Equal Opportunity at the Equal Employment Opportunity Commission where he oversees the Agency's Complaint Processing Program and Diversity and Inclusion program. Prior to his work in the government, Mr. Murphy was an attorney in the private sector where his experience included representing both employers and employees in employment discrimination cases. In both his personal and professional life, Mr. Murphy has acted as a vocal advocate for equality, and the creation of positive and inclusive environments where individuals can be assessed on the basis of their merit. He also serves on the interim Board of Federal Employees with Disabilities (FEDs), providing assistance and guidance related to FEDs' formation. Mr. Murphy also served as a founding member of LGBTQFed and currently serves as its President. He prides himself on his willingness to risk personal and professional gain to stand up for his beliefs and to ensure that everyone is provided with the opportunity to achieve their full potential. In 2011, Mr. Murphy was named one of the nation's top LGBT Lawyers Under 40 by the LGBT Bar Association.



**Jason Olsen** serves as Senior Policy Advisor for the Employment Supports Team within the Office of Disability Employment Policy (ODEP). My core duties involve the development of effective employment policy through the fusion of inputs gathered from a variety of sources including public and private organizations, state and local governments and other Federal agencies for the Department of Labor. Previously he served as a Program Analyst for the Social Security Administration acting as the team leader of the Strategic Partnership and Outreach Team. Jason holds a Bachelor of Arts (B.A.), Sociology from the University of South Florida and a MA degree in Communications from the College of Notre Dame of Maryland. Jason Olsen is President and Executive Director for Federal Employees with Disabilities.



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



**Teresita Guevara Smith** known to the Guam Community as "Terri" was born in Guam, raised by her village, "Order". Terri changed her career field in the Army in 1980 and became an Intelligence Analyst (96B). She was a Persian Gulf War veteran. Terri retired in February of 1997 from the United State Service Active Service, as a Sergeant First Class. Soon after, she joined the Defense Intelligence Agency (DIA) as an Intelligence Officer. She is an advocate for APA issues. She was one of two Founders of National Organization of Pacific Islanders in America (NOPIA) and one of the Guam Representative for East Coast - to the Pacific Islander Council of Leaders (PICL). She partakes and partners with Prince George's National Association for the Advancement of Colored People (NAACP) - Council of members advocating for APA issues. She has also been Past President, Vice President and Secretary of the Guam Society of America (Washington D.C). Teresita is married to Retired Army Master Sergeant Daniel C. Smith, with three Children.



**Ray Vaudo** is currently a business development executive with the Graduate School USA. Formerly, Mr. Vaudo was employed by the Federal government for over 30 years in positions of increasing responsibility including serving as Director of Leadership and as a Chief Learning Officer for a large agency. Mr. Vaudo is a recipient of numerous performance awards, has served on many government boards, and serves as a mentor for those aspiring to advance in leadership positions.

**Greg Cofer** is currently Branch Chief for Special Programs in the Office of Minority and Women Inclusion. He is also the Corporation's Reasonable Accommodation coordinator, and has been overseeing the Affirmative Employment, Diversity Education and MWOB outreach sections in OMWI. Greg began his career with the FDIC in 1986 as Section Chief for Assets in the Division of Liquidation at the Bossier City, Louisiana, Consolidated Office. In 1989, he was detailed to the Baton Rouge, Louisiana field site as a Supervisory Bank Liquidation Specialist assigned to a group to assist in resolving failing financial institutions. In August 1989, when RTC was created, Greg was reassigned to the RTC as a Supervisory Managing Agent and coordinated the Corporation's closing efforts of failed institutions in Louisiana and Mississippi. He was named ODEO's Deputy Director in February 1999, and became Chief of Special Programs in February 2003. In 2006, he participated in the LEGIS program through the Brookings Institute and interned in the office of Mike Crapo (R-ID) who served on the Senate Banking, Finance and Indian Affairs committees.

**Patricia Lee, Esq.** is an Attorney-Adviser in the Department of State's Office of Civil Rights. Her portfolio includes conducting training on EEO regulations and the Department's harassment policies, reviewing Investigation Plans, Reports of Investigation, and allegations of breaches of settlement agreements. Patricia also is an EEO investigator and a trained mediator. During her time at the Department of State, Patricia was given the opportunity to work as a federal prosecutor at the U.S. Attorney's Office in Washington, D.C. for the Department of Justice on a detail. She was a prosecutor in General Crimes, Misdemeanors for four months. Patricia was born and raised in Southern California, Orange County. She received her B.A. in English with a minor in Humanities and Law from the University of California, Irvine and her J.D. from Thomas Jefferson School of Law.



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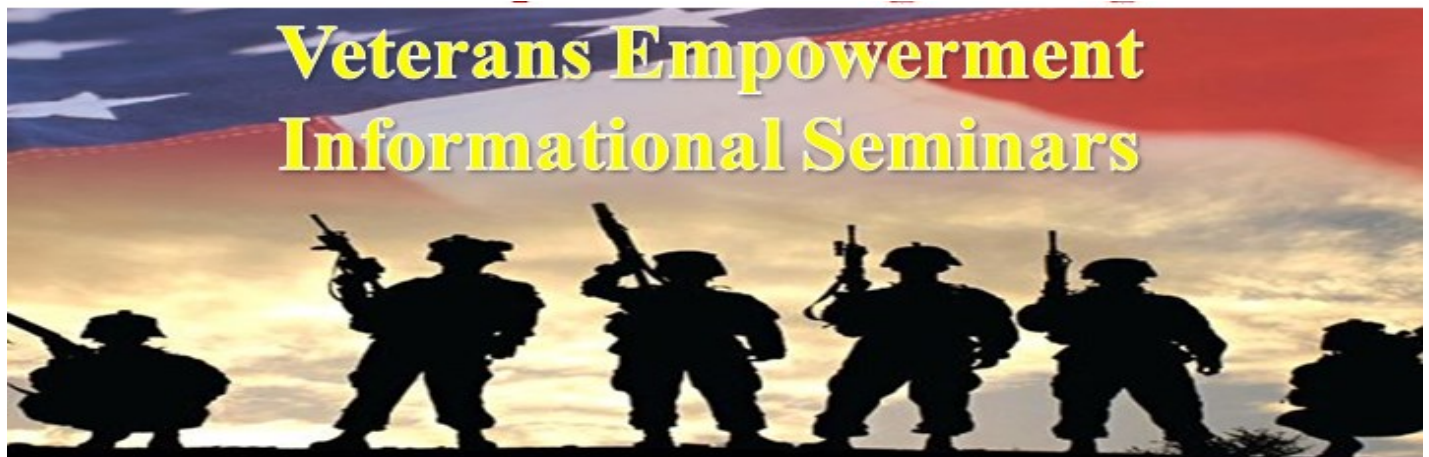
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*"This past summer was one of the most memorable of my life. Through ILF, I became acquainted with a community. These people - fellows, area professionals and others dedicated to advancing those of us who seek to advance the world - were an invaluable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

**Nirant Gupta, 2010 Fellow.**



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

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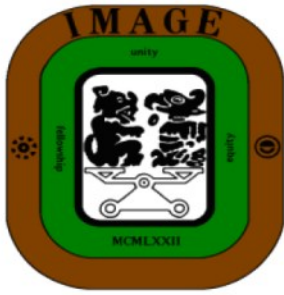
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