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DOCTORS IN OUR NETWORK**
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THAT GOES WHERE YOU DO.**



We are proud to support Federal Asian Pacific American Council and the 36th National Leadership Training Program.





THEME

This year's theme, “**Advancing Leaders Through Collaboration**” is a continuation of the "Advancing Leaders" theme series which began in 2021. In 2022, "Advancing Leaders Through Collaboration" further highlights FAPAC’s efforts in advancing leaders in the Federal and DC governments.

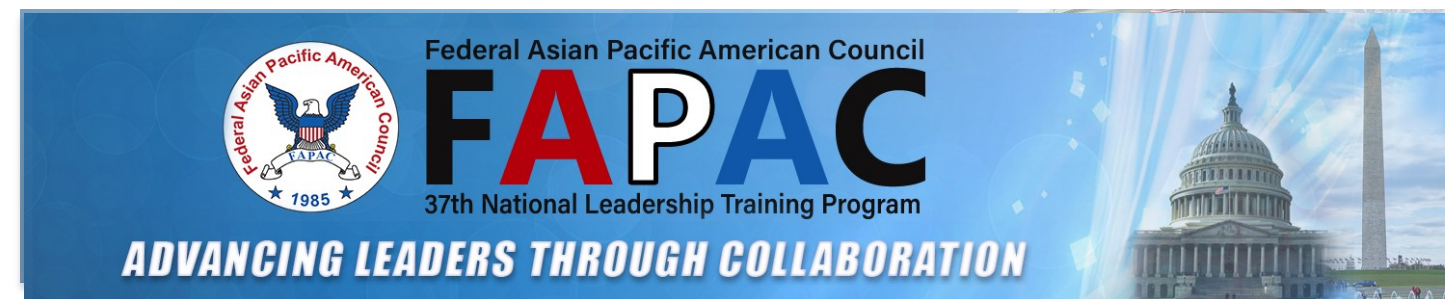
Collaboration involves two or more individuals, groups or organizations actively working together to accomplish a task or achieve a goal. Collaboration at its core, requires leadership. Collaboration improves team dynamics, enhances problem solving leading to increased innovation, process efficiency, improved communication, and ultimately overall success.

Collaboration across federal agencies in making decisions supporting and advancing leaders is essential to developing and retaining key talent at the leadership level. It also allows agencies to cultivate a sense of unity as they set and maintain a set of core values and goals for federal leadership staff. Embracing collaboration to advance the most promising individuals to leadership and management positions also demonstrates to all federal employees that they too should embrace collaboration within and across their subset of departments.

Organizations that are led by leaders who have been supported and advanced through collaboration foster transparency. This transparency allows for a culture of openness and trust, which further fosters diversity and inclusion, a variety of opinions and a robust discussion of ideas and approaches, which are all the foundational traits of a thriving organization that is at the forefront of leading change.

In addition to retaining the most talented leaders in the federal government and creating an environment of transparency, this type of collaboration across agencies sparks innovation in organizations due to the diversity of creative ideas and openness for dialogue and understanding.





ABOUT FAPAC

The Federal Asian Pacific American Council (FAPAC) was founded in 1985. FAPAC is a non-profit, nonpartisan organization representing the civilian and military Asian Pacific American (APA) employees in the Federal and District of Columbia governments. FAPAC is organized exclusively for educational purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code. The primary purpose of FAPAC is to serve as an interagency association within the Federal and District of Columbia governments, providing a focus for over thirty ethnically distinct groups originating from Asian and Pacific regions as recognized by the United States Bureau of Census.

MISSION

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

VISION

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



AGENDA AT A GLANCE

Workshop Tracks

Breakout A (1-4): Military

Breakout C (1-4): Career Development

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

Breakout D (1-4): Personal Development

Plenary Sessions (P1-P6)

TUESDAY, MAY 10

Opening Ceremony

Welcome Remarks:	Peter M. Nguyen, <i>FAPAC President</i>
Opening Remarks:	Miguel Cardona, <i>Secretary, Department of Education</i>
Special Remarks:	Erika L. Moritugu, <i>Deputy Assistant to the President & AANPI Senior Liaison</i>
Special Remarks:	Krystal Ka'ai, <i>Executive Director, White House Initiative on Asian Americans, Native-Hawaiians, and Pacific Islanders (WHIAANHPI)</i>
Special Remarks:	Ambassador Gina Abercrombie-Winstanley, <i>US Department of State</i>
Keynote:	Tom Vilsack, <i>USDA Secretary</i>
Special Remarks:	Jennifer Kim, <i>Associate Administrator, SBA</i>
Closing Remarks:	Katherine Toth, <i>FAPAC Vice President of Operations</i>

P1: Humility: Leadership Humility as Mental Agility

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

P2: Executive Women's Leadership Forum—"Collaborative Leadership"

Moderator:	Minh Nguyen, <i>FAA</i>
Panelists:	Nimisha Agarwal, <i>FEMA</i>
	Larissa Knapp, <i>FBI</i>
	Allison Carpenter, <i>DCSA</i>
	Margaret Vo Schaus, <i>NASA</i>
	Semma Rao, <i>USPTO</i>

A1: Making Collaborative Networks Work in the Pacific

BG (Retired) Christopher Stockel, *Army*

B1: DEIA, It's More than a Program

Lisa Broadway, *EEOC*

C1 : The Seven Must Haves of Leadership

Alex Tremble

D1: Discovering Your Potential

Akil Reynolds, *Florida Department of Health*



AGENDA AT A GLANCE

A2: Collaborating in Non-Traditional Areas

Col. (Ret.) Ross Guieb, *Army*

B2: EEO, DEI, Affirmative Action: Our Difference Makes All the Difference

Sylvia Smith, *Alcohol and Tobacco Tax and Trade Bureau*

C2: Fostering Collaboration Through Exploring Possibility

Narayan Kulkarni

D2: Financial Literacy and Wellness 2.0

WEDNESDAY, MAY 11

Steven Niu, *OPM*

P3: AANHPI SES Leadership Forum

Moderator: Ellesse Krall, *FAA*

Stacey Moy, *FBI*

Charlie Patterson, *ATF*

Minh Nguyen, *FAA*

Mae Wu, *USDA*

A3: Transitioning from Military Officer to Government Civilian: Building Networks to Succeed

Lee Fennema, *DoD*

B3: The Well-Rounded Professional: Mastering the Technical, Strategic and Soft Skills Required to Successfully Lead Others

Glorimar Maldonado, *USPTO*

C3: Executive Coaching Panel

Heather Rice, *FEMA*

Dr. Barbara Jackson, *DCSA*

Dr. David Omura, *VA*

Robert Baggett, *USDA*

D3: The Power of Validation Through Collaboration

Diane Vu, *HHS*

P4: Empathy Action RoadMap (EAR)

Dr. Vu Pham

Uniformed Services Awards Ceremony

Welcome Remarks:

Peter Nguyen, *FAPAC President*

Opening Remarks:

Major General Tracy L. Smith, *Army*

Keynote Remarks:

Clarence Johnson, *DMOC*

Awards Opening Remarks:

Major General David W. Ling, *Army*

AGENDA AT A GLANCE

THURSDAY, MAY 12

Awards Presentation: COL. Arnel David, *FAPAC Awards Committee Chair*
Closing Remarks: Barbara Holston, *FAPAC Executive Secretary & NLTP Conference Chair*

P5: Leading Diversity, Equity, Inclusion and Accessibility (OPM)

Moderator: Natalie Veeney, *Deputy Director, Office of DEIA, OPM*
Panelists: Kemba Hendrix, *Senior Advisor to the Director, OPM*
Jason Tengco, *White House Liaison, Office of the Director, OPM*
Tiffany Worthy, *Senior Advisor for Leadership and Development & Equity, OPM*

A4: New Ways to Collaborate in Military Planning

COL Arnel David, *Army*

B4: An Introduction to Allyship and Support

Lucas Van Etten, *VA*

C4: The Village Mindset to Collaboration

Deputy Executive Director Kimberly Osborne, *VA*

D4: The Virtual/Real World: Put Your Passion into Practice

Beau Williams, *VA*

P6: Intelligence Community (IC) Fireside Chat

Moderator: Belinda Gnansounou, *Diversity Outreach (ODNI)*
Panelists: Stephanie LaRue, *IC Chief of Diversity and Inclusion;*
Barbara Holston, *FAPAC Executive Secretary and 2022 NLTP Conference Chair*
Mary Allen Lausman, *FAPAC Program Committee Co-Chair*
Thu Van T. Hendrey, *Directorate for Analysis, DIA*

Civilian & Scholarship Awards Ceremony

Welcome Remarks: Peter Nguyen, *FAPAC President*
Welcome Remarks: Honorable Lourdes Aflague Leon Guerrero, *Governor of Guam*
Welcome Remarks: Associate Administrator Robert Cabana, *NASA*
Special Remarks: Deputy Secretary Polly Trottenberg, *DOT*
Keynote Speaker: OPM Director Kiran Ahuja, *OPM*
Special Remarks: Honorable Lemanu P.S. Mauga, *Governor of American Samoa*
Special Remarks: Director Lawrence Tabak, *NIH*
Special Remarks: Administrator Isabella Casillas Guzman, *SBA*
Special Remarks: Shari Thomas, *SBA*
Special Remarks: Deputy Secretary Donald M. Remy, *VA*
Civilian Awards Presentation: Peter Nguyen, *FAPAC President*
Scholarship Presentation: Peter Nguyen, *FAPAC President*



AGENDA AT A GLANCE

VETERANS PROGRAM- WEDNESDAY MAY 11

Veterans Opening Greeting

Harvey Johnson, *Deputy Assistant Secretary (ORMDI)*

Vivian T. Hutson, *Senior Advisor for Pacific Strategy*

Lourdes Tiglao, *Director of Center for Women Veterans*

V1: Compassion Within

Ifeyinwa Ilechukwa, *VA*

V2: The Future of the VA through Artificial Intelligence (AI)

Michael Kim, *VA*

V3: The Power of Leaders and Effective Collaboration

Charles Tapp, *VA*

V4: Rebirth

Aditya Arya, *VA*



STUDENT PROGRAM - WEDNESDAY MAY 11

Student Program Information Session (Live representatives from featured agencies)

Federal Bureau of Investigation (FBI)

Drug Enforcement Agency (DEA)

Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)

United States Secret Services (USSS)

Office of the Directors of National Intelligence (ODNI)

Central Intelligence Agency (CIA)

Department of Homeland Security (DHS)

Department of State (DOS)





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resources while
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American Council's
National Leadership
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United States Army Corps of Engineers (USACE)
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USDA - Agricultural Marketing Service (AMS)
USDA - Food Safety and Inspection Service (FSIS)
USDA - National Institute of Food and Agriculture (NIFA)
USDA - Natural Resources Conservation Service (NRCS)
USDA - Rural Development (RD)
Veterans Administration (VA)

PARTNERS

Asian American Government Executives Network (AAGEN)
Civic Leadership USA/Asian American Unity Coalition (AAUC)
Concerted Solutions
Conference on Asian Pacific American Leadership (CAPAL)
Elevate
Montgomery College
National Coalition for Equity in Public Service (NCEPS)
Pan-Pacific American Leaders and Mentors (PPALM)
Senior Executive Association (SEA)

FAPAC thanks all its sponsors and partners for their continual support!
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SPONSORS & PARTNERS





On behalf of FAPAC and all our members, it is my distinct honor and privilege to welcome you to FAPAC's 2022 virtual National Leadership Training Program (NLTP). I extend my most sincere appreciation and gratitude to all our dedicated FAPAC members. They made this conference possible, especially the Conference Chair Barbara Holston, the National Board of Directors (NBOD), and the entire volunteer team. This year's theme is "Advancing Leaders Through Collaboration." The Conference Committee has put together a fabulous training program with seasoned presenters from across the federal government, offering workshops in leadership development, communications, networking, and civil rights to benefit every attendee. I am confident that you will find many workshops and plenaries made available by our esteemed panel of presenters and instructors to advance your career with a purpose-driven benefit.

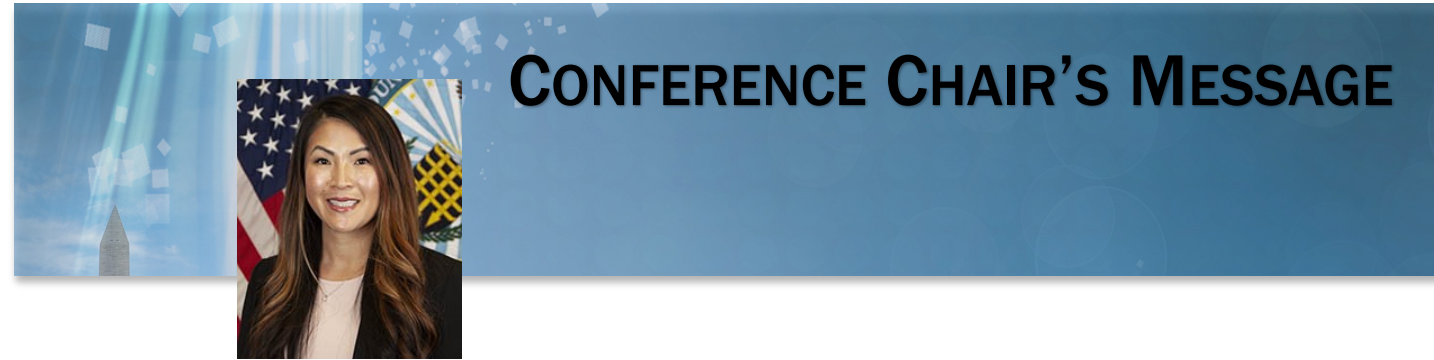
Through programs such as this, FAPAC continues to lead the way in promoting the unique culture, diversity, and inclusion of its members in government service. In addition to education, FAPAC is working daily to promote the Asian-American, Native Hawaiian, and Pacific Islander (AANHPI) community in Federal service through direct action with members of Congress, the Administration, and every Federal Department and Agency on behalf of our members and those we represent. By working collaboratively with the EEOC, OPM, and all Federal Departments and Agencies, FAPAC will ensure representation for our members and the AANHPI community consistent with our overarching vision of diversity and inclusion. Through the many speakers and workshops we offer at the NLTP. We will learn from each other, collaborate, and prepare to go out and fulfill FAPAC's mission: To increase awareness of the AANHPI representation at all government workforce levels. Inclusion and diversity represent the vision and mission of FAPAC externally and internally. I invite all attending this year's virtual National Leadership Conference to consider a more active role in FAPAC, its work, and its programs.

Maintaining a volunteer organization, FAPAC is in the forefront to provide cost-effective training for federal employees and managers, a significant contribution to the age of austerity. The NLTP represents the keystone of FAPAC's service commitment to its members and the entire AANHPI community in the Federal Government. As President of FAPAC and with the support of the FAPAC NBOD, I am committed to continuing the Leadership Training Program and raising awareness and visibility of the AANHPI community in government through FAPAC.

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

Warmest Regards,

A handwritten signature in black ink, appearing to read "John Lee".



On behalf of the FAPAC National Board of Directors, Conference Committee, Officers, volunteers, and partners, we welcome you to the 37 th Annual FAPAC National Leadership Training Program (NLTP).

As this year's conference chair, I am proud to deliver a dynamic and robust program with new speakers that will inspire and empower federal employees and in particular, the Asian Americans, Native Hawaiians, and Pacific Island (AANHPI) demographic to further professional and personal growth.

This year's theme is Advancing Leaders through Collaboration, part of a four year thematic series, developed in 2021. Collaborative leadership requires instilling effective techniques to enable successful collaboration. Additionally, when faced with working across organizations, other government agencies, industry, and academia, collaboration is critical in overcoming challenges.

FAPAC would like to thank the members of Congress, Agency Secretaries and Administrators, senior agency leaders, military dignitaries, as well as the Governor of Guam and American Samoa for making time in their busy schedules to support the 37 th National Leadership Training Program.

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

Finally, we would like to thank all of you, our attendees, for your willingness to participate in this year's virtual FAPAC National Leadership Training Program. Your resilience and adaptability is greatly appreciated. We look forward to seeing you next year in Long Beach, CA.

Sincerely,
Barbara Holston

NATIONAL BOARD OF DIRECTORS



PRESIDENT

Mr. Nguyen has been with the FAA since 1991 and has held various Senior Executive Management positions in the Financial Management System Division and Information Technology Division. He holds a Bachelor's of Science Degree in Electronics Engineering Technology from Oklahoma State University and a Master of Science Degree in Information Systems from Strayer University. He currently holds a certification from the National Training Standard for Information Systems Security Professionals, which was obtained at the National Defense University, Information Resources Management College. Currently Mr. Nguyen serves as the senior manager for the Finance and Management Organization at the FAA. He is responsible for managing the Information Technology section supporting various agency level investment decision processes and committees such as the Joint Resources Council, Post Implementation Review, and Earned Value Management in support of the Executive Secretariat of the Joint Resources Council. Since joining Federal Asian Pacific American Council (FAPAC) over two decades ago, Mr. Nguyen has been very active and passionate as an officer of the organization. He has accomplished many goals and during his two-year term he has successfully demonstrated his leadership skills with the creation of the first highly successful WHIAAPI Challenge Team. He was also directly involved with the creation of the first FAPAC Business Advisor Partners. He continues to be a key advisor member and a mentor for the FAPAC Career Development Program for High Performers. He has served as the Program Committee Chair and was previously the Scholarship & Internship Committee Chair for FAPAC. Mr. Nguyen is very active with national Asian Pacific American & Pacific Islander (APAI) organizations. He was the National President for the FAA National Asian and Pacific American Association (NAPA) representing over 3000 members nationwide. As the President of NAPA that lasted four years, he was instrumental in leading NAPA to becoming a very important and impactful employee association and is currently the Executive Director for NAPA. In addition, he was a key member of the Asian American Government Executives Network (AAGEN), and an active member of the National Asian Peace Officers Association (NAPOA). Mr. Nguyen was a certified Law Enforcement Officer for Virginia for over 25 years. One of Mr. Nguyen's latest accomplishments is being selected to be the Executive Vice President of Operation Frequent Wind Association (OFWA). OFWA was formed for educational and humanitarian purposes as a Section 501(c) 3 charity which provides a forum for historical preservation of the Vietnam Veterans and the Refugees of the Vietnam War.

PETER M. NGUYEN (FAA)



VICE PRESIDENT

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

FAHMIDA CHHIPA (USDA)



VICE PRESIDENT FOR OPERATIONS

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

KATHERINE TOTH

NATIONAL BOARD OF DIRECTORS



VICE PRESIDENT FOR FINANCIAL MANAGEMENT KEVIN T. LE (FAA)

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



VICE PRESIDENT FOR TECHNOLOGY & MEDIA COMMUNICATION

THONG VU (FAA)

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



EXECUTIVE SECRETARY

BARBARA HOLSTON (DCSA)

Barbara Holston is currently a Senior Program Analyst at Defense Counterintelligence & Security Agency, Threat Directorate at Quantico, VA. She leads the directorate in developing and execution of their requirements and serves as a Contracting Officer Representative for the directorate's contracts. Prior to joining DCSA, Barbara has held positions at US Army Intelligence and Security Command, 88th Comptroller Squadron, 445th Airlift Wing, and Northrup Grumman. She is a proud military spouse, married to a US Army soldier, with 2 boys, and resides in Northern Virginia.



TREASURER

MARINA MILTON (TREASURY)

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



REGION 3 DIRECTOR

LIEN MOORE (NASA)

Growing up on the Florida Space Coast after being evacuated from Saigon during the Vietnam War, Lien Moore always dreamed of working for the American space program. Steadfastly pursuing that dream, Moore joined NASA in 2007 at Kennedy Space Center in Florida supporting the Exploration Ground System Program. Since then, she has served in positions of increasing scope, responsibility, and supervisory authority. Today Moore leads the integration of avionics and software for the Human Landing System program at Marshall Space Flight Center in Huntsville, Alabama, where she is focused on industry technical capability and integration of design solutions with NASA partner programs.

Moore has been active in the AAPI community at NASA. In 2010, she founded the Asian Pacific American Connection (APAC) Employee Resource Group (ERG) at Kennedy Space Center. She continues to serve the greater NASA community as a member of the Marshall Space Flight Center (MSFC) ODEO AAPI Advisory Working Group, and the MFSC Value Voices Council. In 2018, Moore spearheaded the establishment of the FAPAC Southern Tennessee Valley and Alabama Region (STAR) chapter. The FAPAC STAR chapter partnered with Huntsville city government, chamber of commerce, and Redstone arsenal to support the successful 2019 FAPAC National Leadership Training Program in Huntsville, Alabama. Lien Moore was awarded the FAPAC President Special Recognition Award for her contribution to the 2019 FAPAC NLTP.



NATIONAL BOARD OF DIRECTORS



REGION 4 DIRECTOR

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

ROBERT BAGGETT (USDA)



AUDITOR

Gerald "Tiki" Tiqui is employed at NASA Goddard Space Flight Center (GSFC) in Greenbelt, Maryland since 1989. He currently serves as an Equal Employment Opportunity (EEO) Specialist, and as the Special Emphasis Program Manager for Asian American and Pacific Islanders (AAPI) for 20 years in the Office of Diversity and Equal Opportunity (ODEO) GSFC Equal Opportunity Programs Office. He manages the Center's Asian American and Pacific Islander Program, focusing on the recruitment, placement, development, advancement, and retention of AAPI employees. Prior, he was an Aerospace Engineer, and a mechanical designer. He was born in Hawaii. In addition, he is a Lifetime Member and since joining FAPAC in 1992, he served as: Ethics Committee Chair 2019-2020; Registration Team since 2012, Senior Vice President 2006; and Auditor 2005.

GERALD TIQUI (NASA)



IMMEDIATE PAST PRESIDENT

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

OLIVIA F. ADRIAN (DOI)

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for Your Leadership!





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Committee Chair



Christine Salcedo
Public Relations
Committee Co-Chair



Tat Shum
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Committee Chair



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Annabelle Flores
Special Events
Committee Chair



Ellesse Krall
Special Events
Committee Co-Chair



Kelly Chen
Special Events
Committee Co-Chair



Barbara Jackson
Webmaster
Committee Chair



THANK YOU
Committee Chairs
for all your hard work!

CHAPTERS

FAPAC reaches out to the AAPI communities at the local level through its many chapters. Chapters host a variety of activities including training activities open to everyone, social events for local members, and community service. Chapters support AAPI Heritage Month celebrations at agencies and local communities. interact with agencies on diversity and other issues, assist members and retirees in employment, and provide speakers for AAPI culture programs.

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

Aberdeen Proving Grounds Chapter

www.fapac.org/apg-chapter

Established 2016

Officers Name

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



NASA Chapter

www.fapac.org/nasa-chapter

Established 2022

Officers Name

President: Andy Phan
Vice President: Daphne Dador Huber
Treasurer: Son K. Le
Secretary: Sara Yoon
Auditor: Joreen Lee

US Department of Agriculture Chapter

www.fapac.org/usda-chapter

Established 2011

Officers Name

President Fred Cheng
Vice President Lucy Lew
Secretary Richard Fierroz
Treasurer Edwing Yong



Las Vegas Silver State

www.fapac.org/lvss-chapter

Established 2018

Officers Name

President Russ Prado
Vice President Marissa Luke
Secretary Pamela Cariaga
Treasurer Jessie Conden
Auditor Melissa Han
Auditor Melissa Han



American Samoa Chapter

www.fapac.org/american_samoa

Established 2020

Officers Name

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

Department of Interior Chapter

www.fapac.org/doi-chapter

Established 2017

Officers Name

President Lena Chang
Vice President Shuwen Cheung
Vice President Karen Sinclair
Leadership Liaison Thomas Liu

Federal Bureau of Investigation Chapter

www.fapac.org/fbi-chapter

Established 2017

Officers Name

President: Ngoc Han (Mary Jo) Marlow
Treasurer: Alfonso Villafior
Auditor: Tennie Griffin

Department of Veterans Affairs Chapter

www.fapac.org/va-chapter

Established 2008

Officers Name

President Bridget Souza

Pension Benefits Guaranty Corporation Chapter

www.fapac.org/pbgc-chapter

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



Department of Defense Chapter

www.fapac.org/DOD-chapter

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



Department of Transportation Chapter

www.fapac.org/DOT-Chapter

Established	2020
Officers	Name
President:	Thanh Trang
Vice President:	Bingxin Yu
Vice President:	Thach Nguyen
Secretary:	Ranmali Fonseka
Treasurer:	Anabelle Flores
Auditor:	Hua (Bill) He



Office of Personnel Management Chapter

www.fapac.org/opm-chapter

Established	2018
Officers	Name
President:	Steve Niu
Vice President:	Joseph Gee
Treasurer:	Delon Pinto
Auditor:	Grace Hsu



National Institutes of Health Chapter

www.fapac.org/nih-chapter

Established	2016
Officers	Name
President	Rina Das
Vice President	Christina Liu
Vice President	Joy Zhao
Vice President	Flora Qian
Secretary	Ye Yan
Treasurer	Chuan-Ming Li

FDA Chapter

www.fapac.org/FDA-Chapter

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

US Coast Guard Chapter

www.fapacuscg.org

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

Rio Grande

Established 2016

Health and Human Services Parklawn

Established 2017

LIFETIME MEMBERS

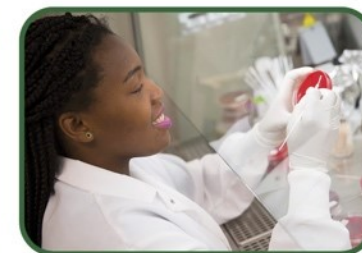
Olivia Adrian	Michelle David	Tafsir Huq	Ngoc-Han "Mary Jo" Marlow	Toksun Simpson
Angela Alonso	James De La Torre	Maria Huynh	Kimberly McMahon	Arvinder Singh
Susan An	Eymard De Ocampo	Jae Hwang	Lisa McManamay	Teresita Smith
Jaime Arcega	Tony Delavega	Irene Ibanez-Manlapaz	Monica Meyers	Jocelyn Soriano-Sharp
Robert Baggett	Andy Deng	Alok Jain	Marina Milton	Grace Spence
Kenneth Bailey	Elizabeth Der	Bharatiben Jamro	Justin Miyano	Wendy Stan
Jordan Baldueza	Lorna Mae Devera	Rahul Jindal	Samuel Mok	Vaiyapuri Subramaniam
Maria Balolong	Jesse Diaz	Mike Jing	Cynthia Moneda	Thomas Szymanek
Joselito Baluyot	Wei Ding	Talari V Rao Jude	Youngmee Moon	Sohaib Tayyab
Vi Baluyut	Mai Doan	Rudy Kamadinata	Lew Nellie	Holly Te
Jiah Barnett	Janice Don	Jane Kang	Eva Ngai	Eric Terashima
Jasmeer Basi	Pao – Ying Dunbar	Jithin Kaniyaly	Eva Ngai	Stephen Thom
Stephen Bauer	Cynthia Dunn	Mark Keam	Binh Nguyen	Nancy Tian
Philip Baxa	Mainar Edwin	Julie Kelly	Genie Nguyen	Gerald Tiqui
Tina Becking	Elizabeth El-Nattar	Cailine Kim	Hung Nguyen	Gerald "Tiki" Tiqui
Jaime Benavente	Benedict Eng	Hong "Tony" Kim	Kim Nguyen	Anthony Tom
Abraham Borum	Regina Esaki	Kelly Kim	Minh Nguyen	Mary Tom
Malatone Bouasym	Myles Esmele	Sae Mi Kim	Peter Nguyen	Katherine Toth
Arunsri Brown	Charles Fan	Vivian Kim	Peter Nguyen	Hai Tran
Roger Brown	Richard Fierroz	Vanee Komolprasert	Teresa Nguyen	Kimberly Tran
Teresa Brown	Steve Finucane	Hosanna Kuah	Thong Nguyen	Tony Tran
Teresa Brown	Annabelle Flores	Dar-Ning Kung	Thu Nguyen	Thanh Trang
Krystine Bui	Rebecca Flowers	Roger Lam	Thy Nguyen	Paul Truong
Trongkhuong Bui	Matthew Fogg	Michaelle Landais	Uyen Nguyen	Tom Tsai
John Burden	Corazon Foley	Rene Lau	Kim Nguyenphuoc	Cheng Tu
Duc Tai Butcher	Wingtat Fong	Mary Allen Lausman	Sharon Nicholas	Bertrand Tzeng
Danilo Cabalo	Ranmali Fonseka	Elizabeth Le	Quinn Nii	Peter Vandeventer
Kory Cai	Charlene Forgue	Kevin Le	Kaye Nitta	Lauren VanTalia
Dennis Caliyo	Irvin Fox-Fernandez	Son Le	Mien (Steve) Niu	Alfonso Villafior
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Lan Caohuy-Rifkin	Stanley Fujii	Daniel Lee	Kimiko Oliver	Thong Vu
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Jensen Chan	Kevin Garcia	Joy Lee	Jeffrey Parish	Bin Wang
May Chan	Ritesh Ghimire	Samson Lee	Cielito PascualJackson	Xujing Wang
Philip Chan	Dr. Cita Gibson	Selina Lee	Bharatkumar Patel	Glenn Washington
Hoshing Chang	Tennie Griffin	Susie Lee	Arlin Petrungaro	Billie Weaver
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Julie Chang	Nanda Gross	Kristina Lew	Kimberly Phan	Victoria Wei
David Chao	Daniel Gruta	Dawn Li	Delon Pinto	Chau Williams
Ting Chau	Tiehong Gu	Hongmei Li	Angela Powell	Deric Wong
Carl Chen	Pete Gumataotao	Hongying (Ruby) Li	Akapong Puangsombut	Kin Wong
Edward Chen	Karsten Guo	Yanling Li	Rudyard Quiachon	Liquan Wong
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Katy Chung	William Hoh	Ngoc Ly	Ulysses Sherman	Khanngun Zamora
Michael Chung	Florencia Holbrook	Victor Ly	Wendy Shias	Howard Zhang
Danielle Cloos	Charlayne Holliday	Cynthia Macri	Ann Shum	Xinzhi Zhang
Ting Dai	Bing Jib Huang	Aylene Mafnas	Tat Shum	Yuanfei Zhang
Zee Danseco	Winnie Huang	Sophia Mao Smith	Kino Simmons	Huaying Zhao
Vidhya Dass	Zena Huen			Wei-Cheng Zhao





National Institute of Food and Agriculture
U.S. DEPARTMENT OF AGRICULTURE

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Cailine Kim
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Narayan Kulkarni
Natalie Veeney
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Olivia Adrian

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Shelma Little
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Susan Liew
Sylvia Smith
Tama Tochihara
Thanh Trang
Thong Vu
Thu Van T. Hendrey
Tiffany Worthy
Tom Vilsack
Tommy Estevan
Tracy L. Smith
Vivian T. Hutson
Vu H. Pham
Xujing Wang

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



GREETING LETTER

JUDY CHU, Ph.D.
27TH DISTRICT, CALIFORNIA

**COMMITTEE ON
WAYS AND MEANS**
SUBCOMMITTEE ON
HEALTH

SUBCOMMITTEE ON
HUMAN RESOURCES

**COMMITTEE ON
SMALL BUSINESS**
SUBCOMMITTEE ON
ECONOMIC GROWTH, TAX AND CAPITAL ACCESS



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Pasadena, CA 91101
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May 2, 2022

Federal Asian Pacific American Council
P.O. Box 23184
Washington, DC 20026-3184

Dear Friends,

It is with great enthusiasm that I extend a warm welcome to all those who have gathered at the 26th Annual Federal Asian Pacific American Council (FAPAC) National Leadership Training Conference.



Founded in 1985, FAPAC has effectively promoted the aspirations and professional excellence of civilian and military Asian American and Pacific Islander (AAPI) leaders in America. As the leading voice for AAPI employees, FAPAC has been a longstanding champion for equal opportunity and cultural diversity for AAPIs. Through FAPAC's dedicated leadership and active membership, AAPIs in the government workforce will always have a strong advocate for their concerns.

I commend FAPAC for its efforts to advance the interests of APA government employees, and I congratulate the organization on its 37 years of excellence.

On behalf of the United States House of Representatives and the 27th District, I offer my congratulations and best wishes for FAPAC's continued success.

Sincerely,

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



DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP

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

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

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

The selection criteria includes the following:

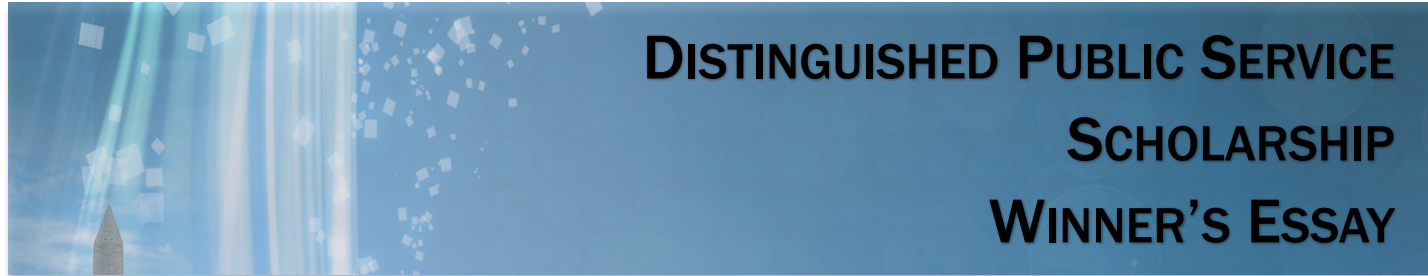
- *Demonstrates interest and commitment to public service*
- *Demonstrates a continuous effort to foster diversity and inclusion in AANHPI communities*
- *Demonstrated leadership potential and desire for continued growth in leadership skills*
- *Excellence in academic achievement*



The Federal Asian Pacific American Council is proud to award [Chloe Majzel](#) with the 2022 Distinguished Public Service Scholarship.



Chloe Majzel is a graduating senior at Michigan State University pursuing a dual degree in international relations and economics with minors in Asian Pacific American Studies and Chinese. She is a transracial and transnational Chinese American adoptee from Okemos, Michigan. Chloe is passionate about ethnic studies, Asian diaspora populations, and international adoption. In her free time, she enjoys rollerblading, painting, and editing her friends' resumes.



DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP WINNER'S ESSAY

Growing up in suburban America exposed me to Asian and Chinese cultures, but I was never immersed. I knew I was ethnically Chinese, but I never felt accepted as a Chinese person. When I was eleven months old, I was adopted from China by a single, white, American mother. As the only person of color in my family, I grew up immune and unaware of microaggressions because I just thought they were natural. Similarly, in Asian spaces, I thought it was okay being called a 'fake Asian' and 'white-washed' because I never felt Chinese or understood anything about Chinese culture. It was not until I began my undergraduate studies at Michigan State University (MSU) that I started to explore my identity as an adoptee and a person of color. I reclaimed my culture by studying abroad and learned what being Asian American and a Chinese American adoptee mean to me, which has heavily influenced my academic and professional interests. My experiences of feeling excluded from Asian and Asian American spaces ignited my passion for ensuring that adoptees are acknowledged, welcomed, and represented in Asian American, Native Hawaiian, and Pacific Islander (AANHPI) spaces. Throughout my undergraduate career, I cultivated my passion for fostering diversity and inclusion in AANHPI communities.

At MSU, I joined the Asian Pacific American Student Organization (APASO) my freshman year and served as the student government representative, cultural show chair, president, and senior advisor. In each of my roles in APASO, I learned more about the AANHPI community on campus and advocated for more diversity, equity, and inclusion (DEI) within AANHPI and marginalized communities on campus. I led the planning committee for MSU's 2021 AAPI Heritage Month (in March/April due to the academic calendar) by collaborating with faculty/staff and student organizations and managing a \$20,000 budget to execute over ten events celebrating the AANHPI community on campus. The most meaningful event for me was the adoptee-centered event where I hosted a panel of Asian American adoptees to share and discuss their experiences taking DNA tests and searching for their birth families. Other events varied from film discussions to career panels and representation in the arts, but the Atlanta Spa shooting occurred in the midst of MSU's AAPI Heritage Month prompting APASO to host a town hall on anti-Asian hate. At the town hall, a diverse group of AANHPI students shared their lived experiences during the rise in anti-Asian hate and APASO presented demands for MSU to create a more inclusive campus. The demands encompassed a wide range of topics including ethnic students, undocumented/DACA students, an acknowledgment that AANHPI students are marginalized, and increased AANHPI programming and student success initiatives. Over 350 people attended the town hall, including various MSU administrators and deans, and local news outlets. After serving as president of APASO, I wanted to be still be involved in the community, but I knew the organization needed new leadership and I wanted to take on a new role. As the senior advisor, I assist with programming as needed, but my main role is to support the executive board by doing one-on-one check-ins and planning leadership development retreats. Through my involvement with APASO, I developed my leadership and advocacy skills and as the senior advisor, I am able to help foster the next generation of AANHPI student leaders.

In the professional space, I interned at the Association of Chinese Americans - the OCA National Detroit Chapter (ACA) as a social advocacy intern. I planned civic engagement events about the census and voter registration, as well as running the organization's social media accounts. My internship was during the fall 2020 semester which coincided with National Adoption Month in November and I planned ACA's first adoptee-centered events. The first event was an introduction to adoptees featuring a professor's Chinese American adoptee research and a panel of adoptees sharing their experiences. Next, I collaborated with Adoptee for Justice, an organization dedicated to achieving full citizenship for all adoptees, to spread awareness of the Adoptee Citizenship Act. Incorporating adoptee-centered programming at ACA was really valuable to me as an adoptee and advanced ACA's mission of advancing the social, educational, political, and economic well-being of Asian Pacific Americans by finally including adoptees.

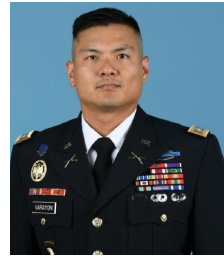
DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP WINNER'S ESSAY

In my journey of exploring my identity, role models played a critical role. Congressman Saund was the first Asian American elected to Congress who embodied the rich diversity of the AANHPI community and I admire him for working to legally put the 'American' in Asian American. He serves as a role model for all AANHPIs because, for the first time, young AANHPIs could see someone who looked like them as a member of Congress, inspiring others to achieve what previously seemed impossible. In my case, the impossible was fitting in Asian spaces and feeling comfortable and confident in my adoptee identity. During my freshman year, I met an adult transracial and transnational adoptee for the first time and it was life-changing. At the time, I did not know that adult adoptees existed and Dr. Meaghan Kozar, who is also the APASO staff advisor, has become the most amazing mentor both personally and professionally. She was the first person to tell me that I should be proud to be Asian and an adoptee. She was the first person to validate and acknowledge my feelings as an adoptee. I truly would not be where I am today without her constant encouragement and support. Seeing Dr. Kozar stand up in front of large audiences sharing her feelings and experiences as a Korean adoptee inspired me and is the main reason I am able to share experiences as an adoptee today. Representation matters, within AANHPI communities and in mainstream American culture. Congressman Saund is a national role model for all AANHPIs and my personal Congressman Saund is Dr. Kozar as the first adult adoptee I met.

From my involvement in AANHPI communities, along with my academic and professional experiences, I am dedicated to uplifting AANHPI communities and fostering diversity and inclusion within AANHPI spaces. My academic focus is on the ground level and how national and international relationships, policies, and decisions influence the lives of everyday people; more specifically, Asian diaspora populations and the effects. For my International Relations Senior Seminar (MC 401), I researched the treatment of Koreans in and around American military bases in Korea and its relation to American domestic race and gender politics in the context of military brides, prostitution, and adoptees. Currently, I am researching the effects of the 1946 War Brides Act on Korean immigration to the United States for my Senior Seminar in Economics (EC 499). After graduation, I plan to attend graduate school pursuing a Master's in International Affairs and then pursue a career in public service. My goal is to continue advocating for transnational adoptees by working at the State Department in the Office of Children's Issues on intercountry adoption. As an adoptee, I bring a unique and much-needed perspective to international adoption policy as adoptees have previously had little to no input. I hope to help change the narrative of adoption, specifically transracial and transnational adoption, to focus on adoptee perspectives and identities and serve as a role model for young adoptees exploring their identity. Through my demonstrated commitment to fostering diversity and inclusion in AANHPI communities, I aspire to work in public service to advocate for adoptees.



UNIFORMED SERVICES AWARD WINNERS



MAJOR SETH VARAYON

U.S. ARMY

Major Seth Varayon currently works on the Army Talent Management Task Force in the Strategic Initiatives Group. Major Seth Varayon's contributions to the Asian American, Native Hawaiian, and Pacific Islander community, serve as a benchmark of outstanding accomplishment that will impact Soldiers and Families for generations to come. Throughout 2021, MAJ Varayon pursued bold transformation to advance the Army's engagement with minority groups. He instituted relevant and enduring outreach, championed communication and professional development opportunities, and exhibited unparalleled duty performance that resulted in more equitable opportunity across the Army. The Army is now on a better path towards a more inclusive future, postured to better address the talents, needs and desires of the diverse 21st Century Soldier. Seth's exemplary performance and self-less service well aligns with the ideals associated with the Federal Asian Pacific Islander Council and bring great credit to him, the Asian American, Native Hawaiian, and Pacific Islander community, and the United States Army.

MAJ Varayon served his first assignment at Fort Campbell, KY, as a Rifle Platoon Leader and Rifle Company Executive Officer. He deployed to Afghanistan twice. MAJ Varayon served as Assistant Operations Officer, Platoon and Company Senior Observer, Coach, and Trainer, Assistant Brigade S3, Operations Officer for the Live Fire Division, Operations Officer, BN Operations Officer, and BN Executive Officer. His awards and decorations include the Bronze Star Medal (2OLC), the Purple Heart, and the Meritorious Service Medal (2OLC). He has earned the Combat Infantryman's Badge, Expert Infantryman's Badge, Parachutist Badge, Air Assault Badge, German Armed Forces Proficiency Badge (Gold), and the Ranger Tab.



PETTY OFFICER FIRST CLASS JACK CHAN

U.S. NAVY

OS1 Chan took on the role of Cyber Security Analyst and the Department Leading Petty Officer in support of the Naval Information Warfare Center Pacific command's network. He is the Deputy Lead for the Vulnerability Management team tracking over 11,000 assets and eight systems within the command. His work directly improved the command's cybersecurity readiness and network compliance, which sustained our intense research, development, and sustainment of the Fleet's critical information warfare capabilities. Additionally, his involvement within the command is tremendous as he volunteered as an Assistant Command Fitness Leader, Command Resilience Team member, Vice President of the First Class Petty Officer Association, and Diversity team Lead for the military. During the beginning of the COVID-19 outbreak, New York City became the pandemic's epicenter. OS1 Chan dedicated his time to volunteering with the American Legions and his local lion dance club, fostering positive community relations on behalf of the U.S. Navy. He continually sets an outstanding example and makes himself readily available to junior and senior personnel.



LIEUTENANT COLONEL CHARLYNNNE MCGINNIS

U.S. AIR FORCE

Lieutenant Colonel Charlynnne M. McGinnis distinguished herself as Deputy Director, Commander's Action Group, Pacific Air Forces Headquarters, Joint Base Pearl Harbor- Hickam, Hawai'i, from 1 October 2020 to 31 September 2021. During this time, Lieutenant Colonel McGinnis organized the Department of Defense's and Pacific Air Forces' first ever Women, Peace, and Security Symposium which connected female civilian and military barrier breakers and leaders from 22 countries in five continents. Additionally, Lieutenant Colonel McGinnis planned and coordinated a three-ship sortie of C-17, KC-135, and F-22 flown by an all Asian-American Pacific Islander crew from both active duty and the Hawai'i Air National Guard in celebration of Asian-American Pacific Islander Month. In conjunction with the sortie, cadets from the Air Force Reserve Officers' Training Corps Detachment 175 of University of Hawai'i were invited to learn about the C-17 and KC-135 aircraft and observe an aeromedical evacuation demonstration from Team Hickam. Furthermore, to commemorate Filipino-American History Month and 75th anniversary of the end of World War II, Lieutenant Colonel McGinnis directed a video highlighting the contributions of Filipino-American service members starting from the Civil War. The video was disseminated to and viewed by at least 10,000 personnel. Moreover, Lieutenant Colonel McGinnis, as an active member of the community, established a Census 2020 virtual series framework to reach the Filipino and Filipino-American communities in Hawai'i which is approximately 25% of the total state population. Her efforts resulted in a historic 99.9% enumeration, the highest for the state since the start of the census. Lastly, she served as an advisor for the standup of a virtual platform relaying timely, relevant, and accurate COVID-19 information to the 4 million Americans of Filipino descent across the country. The distinctive accomplishments of Lieutenant Colonel McGinnis mirror the high ethical standards of the Federal Asian Pacific American Council, and reflect credit upon herself and the United States Air Force.



UNIFORMED SERVICES AWARD WINNERS



MASTER SERGEANT MONICA DIAZ DE LOPE-DIAZ **U.S. AIR FORCE**
Master Sergeant Monica Diaz de Lope-Diaz is an Education and Training member assigned to the 56th Operations Group at the Executive Officer, Luke Air Force Base, Arizona. Sergeant Diaz’s military awards include the 2011 56th Bomb Wing Airman of the Quarter, 2020 56th Operations Group Senior Noncommissioned Officer of the Year, and 2021 56th Fighter Wing Tuskegee Airman Nomination. Sergeant Diaz started her first duty station at Langley AFB, Virginia where she performed duties as an Aircrew Flight Equipment Journeyman in the 1st Operations Support Squadron.
In July 2010, Sergeant Diaz received an assignment to Minot AFB, where she performed duties as an Aircrew Flight Equipment Journeyman in the 5th Operations Support Squadron. While assigned at Minot AFB, she deployed to Andersen AFB, Guam in support of U.S. Indo-Pacific Command’s Continuous Bomber Presence. In July 2013, Sergeant Diaz then received an assignment to Kirtland AFB, New Mexico, where she performed duties as an Aircrew Flight Equipment Craftsman and Noncommissioned Officer-in-Charge of the Parachute Section for the 58th Operations Support Squadron. While assigned to Kirtland AFB, she was selected to retrain into the Education and Training career field. Shortly upon selection, she attended the Education and Training Technical School in August 2015. In October 2016, Sergeant Diaz received an assignment to Osan Air Base, Republic of Korea, where she performed duties as a Maintenance Training Scheduler for the 51st Maintenance Group. In October 2017, she arrived at Luke AFB, Arizona and performed duties at the Noncommissioned Officer-in-Charge of the 56th Aircraft Maintenance Squadron and the 756th Aircraft Maintenance Squadron until June 2018.
In June 2018, Sergeant Diaz was selected to perform duties as the Protocol Noncommissioned Officer-in-Charge for the 56th Fighter Wing. Upon excelling at the 56th Fighter Wing, she was then selected to serve as the Training Manager for the 56th Operations Group in June 2019. In June 2021, she assumed her current position as the Executive Officer for the 56th Operations Group Commander.



MAJOR SADIA ALI HEIL **U.S. AIR FORCE RESERVES**
Through leadership and action, Maj Heil served as a steadfast advocate for the Asian American and Pacific Islander community. As a member of the Pacific Islander and Asian American Community Team (PACT), a Department of the Air Force Barrier Analysis Working Group, she spearheaded an effort that improved training across the entire Air Force! Changes were made to the required “Force Protection” course, enhancing accuracy and inclusivity-- supporting deployment and readiness requirements for over 505k Airmen. Additionally, she was hand-selected by the Commander of Air Education and Training Command for a “Real Talk” conversation to discuss her experience as a South Asian Muslim American in the United States Air Force. The panel reached over 3.6K viewers, was highlighted in Air Force Magazine, and promoted a strategic vision for diversity, equity, and inclusion as unifying core values for service members. Furthermore, Maj Heil increased Asian American and Pacific Islander representation in mainstream media by authoring two reflective pieces published by The War Horse and The Washington Post. Both essays honor service and sacrifice, and illustrate how diversity is vital to national security. Finally, she raised over \$1.5K to welcome six refugee families, which contributed to the effectiveness of OPERATION ALLIES WELCOME.



CAPTAIN CALVIN SURATOS **U.S. SPACE FORCE**
Captain Calvin V. Suratos is an Aide-de-Camp to the Assistant to the Director of the Defense Information Systems Agency (DISA). He serves as the confidential assistant to ensure actions align with national strategic guidance. His duties include facilitating official activities with the White House, CCMDs, DoD CIO, Joint Staff and other national agencies and different mission partners. Also, he enables global mission responsibilities and coordinates Assistant to the Director’s role in speaking events and official functions by managing all protocol, travel, and communication needs.
His previous job was the Mission Engagement Operations Officer at DISA under the Development and Business Center, Resource Management, Architecture and Standards Engineering Office. His role consisted of analyzing 290 operation and software issues and developing algorithmic code solutions to test and mitigate those issues using Java Spring Framework and MySQL software. He deployed and maintained the \$10M software application used by all sectors of the DoD. Lastly, he did mission partner engagement and program acquisition with DoD Chief Information Office (CIO).
His previous assignment was at the Air Force Research Laboratory (AFRL) Unit as a Space Situational Awareness Software Engineer and Lead Assessments Engineer under the Satellite Assessment Center Branch, Space Electro-Optics Division, Directed Energy Directorate. He is responsible for executing \$2.9M Research and Development contract, leading an 18- member laser imaging team for test experiments, assessing constructive space and laser system vulnerabilities, and developing \$4.3M laser to space probabilistic risk assessment methodology. The Lieutenant also possesses practical knowledge in high/low level programming, cyber network infrastructure, and advanced embedded system.

UNIFORMED SERVICES AWARD WINNERS



LIEUTENANT (03) MARIA VILLANUEVA

U.S. COAST GUARD

LT Maria Fiorella N. Villanueva was born and raised in Baguio City, Philippines. In 2008, she enlisted in Guam at the age of seventeen and upon graduating bootcamp, was first stationed aboard USCGC IDA LEWIS (WLM 551) in Newport, Rhode Island. She then went to Yeoman “A” school in Petaluma, CA and was stationed at District 13 (dmp) as a YN3. Following her successful tour, she worked at the Executive Secretariat for the Commandant and Vice Commandant as a YN2 and at CG (094) Regulations and Administrative Law as a YN1.

LT Villanueva graduated from Officer Candidate School in 2017 and served as a Deck Watch Officer aboard USCGC LEGARE (WMEC 912). After serving afloat, she was then stationed in Force Readiness Command (FORCECOM) Mission Management System (MMS) as an auditor for prevention field units. Currently she serves as the Division Chief of Sector Delaware Bay's Waterways Management.

LT Villanueva has a Bachelor's of Science Degree in Environmental Management from University of Maryland-University College. She was the 2015 recipient of the Joe King Scholarship through the Council of College and Military Educators (CCME). Her personal awards include Commendation Medal, four Coast Guard Achievement Medals (with ‘O’ Device), Commandant's Letter of Commendation Ribbon (with ‘O’ Device), the Commandant's Staff Badge, and other personal and service awards.



COMMANDER JERRY ZEE U.S. PUBLIC HEALTH SERVICE COMMISSIONED CORPS

Commander (CDR) Jerry Zee is the Regional Pharmacist for the Centers for Medicare & Medicaid Services (CMS) - New York Regional Office. He provides technical support to the Drug and Health Plan Operations which is a division that ensures millions of Medicare Advantage and Part D beneficiaries to have equitable access to healthcare coverage and prescription medications. This officer deployed for 300+ days for the U.S. Public Health Service Commissioned Corps on 11 different missions, domestic and overseas, and was a voting member for the Asian Pacific American Officers Committee (APAOC), which is an advisory body to the U.S. Surgeon General on AAPI issues for six years. CDR Zee is a regional representative for CMS on the White House Initiative on Asian Americans Native Hawaiians and Pacific Islanders (WHIAANHPI), and spoke on various summits over the years regarding equitable access to government services for the AANHPI community.



LIEUTENANT (JUNIOR GRADE) LUKE EVANCOE NOAA COMMISSIONED OFFICERS CORPS

During 2021, LTJG Evancoe fostered an innovative and harmonious environment between the uniformed services and Pacific Islander communities, especially in regard to Pacific Island Region (PIR) youth. Over the course of the past year, he reached over 800 high school/middle school-aged PIR students through online presentations, mentoring, and career fairs, adding to an increased interest in marine/environmental science and the NOAA Commissioned Officer Corps. During the Spring and Fall 2021 Hawaii Island Virtual Career Expos, LTJG Evancoe explained the educational pathway to his current position in the uniformed services. Using multimedia, he showed students video of what life is like as a commissioned officer on a NOAA ship, as well as the scientific diving operations that the Papahānaumokuākea Marine National Monument team takes part in. LTJG Evancoe also helped facilitate a significant training opportunity for PIR middle and high school educators through a four hour “Coral Champions Workshop.” LTJG Evancoe and his colleagues presented PIR student field journal activities to a cohort of 14 teachers serving approximately 1000 students so that they could bring the interactive activities back to their classrooms, and encourage students to view themselves as reef stewards and active agents for change.



CIVILIAN AWARD WINNERS

OUTSTANDING INDIVIDUAL LEADERSHIP

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

Ms. Marie Kopka



Resource Group (ERG). This ERG was created as a safe space for Corps employees to engage in dialogue about what it means to be an AANHPI, serves as a platform for networking and mentoring opportunities, and supports cultural awareness and competence in the agency.

U.S. Army Corps of Engineers

Ms. Marie Kopka is a Water Resource Planner for the US Army Corps of Engineers. She joined the Corps as a park ranger in Oregon where she also served as the Asian American Pacific Islander (AAPI) Special Emphasis Program Chair (SEPC). As AAPI SEPC, Ms. Kopka led outreach and recruitment efforts to attract underrepresented groups, promote EEO, and coordinate and host AAPI Heritage Month events bringing the local community and the Corps together to increase cultural awareness. She is driven by collaboration and takes pride in developing lasting relationships with other agencies, non-profit organizations and community partners. She has led several Diversity, Equity and Inclusion teams and councils in the public and private sector. Ms. Kopka is sought out for presenting and recommending inclusive methods for facilitation and team building, fostering and restoring interagency and community partnerships, and improving processes that have high public benefit. Her most recent accomplishment was teaming up to establish the Corps-wide Asian American, Native Hawaiian Pacific Islander Employee

Dr. Yong-il Yi



Yong is an original founding officer for Asians Succeeding in Innovation and Aerospace (ASIA) Employee Resource Group (ERG) at NASA JSC, since 2011. He served as the membership chair from 2011 to 2013, and is the contributing officer maintaining the ASIA ERG SharePoint Site for the last ten years.

NASA

Dr. Yong-il Yi is a Project Manager and Contracting Officer's Representative (COR) at NASA JSC's Center Operations Directorate. As COR, Dr. Yi manages the Custodial and Grounds Contracts, which maintain the Center's cleaning and landscaping services. His efforts led to additional mitigation services between shifts in the Mission Control Center to keep it safe, clean, and operational in its continued communications with the International Space Station (ISS), during the COVID-19 Pandemic.

Previously Yong served as an Instrumentation and Controls Systems Engineer at NASA's Glenn Research Center (GRC) in Ohio, where he designed controls automation and programmed the operational sequences of: The Rehabilitated 10 x 10 Supersonic Wind Tunnel; Synchronous Motor Auxiliary Control System; and Combustion Desiccant Air Dryers.

Dr. David Omura



Veterans Health System and the University of Florida Health System

VA

Dr. David Omura was appointed Medical Center Director/CEO for the Columbia VA Health Care System on March 19, 2017 and was sworn in as a member of the Senior Executive Service on March 20, 2017. Dr. Omura provides oversight and leadership of a healthcare system that includes a medical center located in Columbia, SC; and seven Community Based Outpatient Clinics that cover 2/3rd the state of South Carolina. In FY21, the Columbia VA Health Care System's 2,950 staff served more than 87,000 Veterans, provided over 1.1M outpatients visits, admitted over 2,400 patients all while operating successfully withing their \$832M budget.

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

CIVILIAN AWARD WINNERS

EXCELLENCE IN INDIVIDUAL ACHIEVEMENT

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

Ms. Laura Wood

VA



Ms. Laura Wood is an Equal Employment Opportunity Counselor, Mentorship Committee member, and a Lead training team/change management team member for a new developed Dynamics 365 application, for the Department of Veterans Affairs - Office of Resolution Management, Diversity & Inclusion (DVA - ORMDI). She wears multiple hats in the organization and is passionate about her work, helping others, and promoting mentorship. Last November, she prepared a 3D Individualized Performance Plan presentation for her leadership; shared the idea with the Mentorship Committee, and ORMDI's Deputy Assistant Secretary (DAS), Harvey Johnson. She demonstrated how she has utilized it in her professional journey. She incorporates Asian American Pacific Islander cultural awareness every day. As a disabled Asian American U.S. Army veteran working with EEO complainants and stake holders alike through the EEO process, she establishes rapport and trust as a neutral party in the process. She brings the face of

Asian Americans in supporting special emphasis programs, employee affinity and resource groups. She exemplifies the DVA's core values, that of Integrity, Commitment, Advocacy, Respect and Excellence (ICARE).

Ms. Vivian Cao

USACE



Ms. Vivian Cao began her career with Los Angeles District in 2005 as the Senior Project Scheduler in Programs and Project Management Division. Serving as the P2 Coordinator and Subject Matter Expert on Civil Work Programs she routinely interacted with Project Managers, Program Managers, Project Delivery Teams, and district personnel in implementing and maintaining P2. Due to her diligence and work ethics, Vivian quickly rose through the ranks and in 2009 was promoted to Lead Project Scheduler for the Civil Work Programs.

In June of 2020, Vivian came to Japan Engineering District as the Lead Project Scheduler for the Military Construction Program. Vivian's cultural background has served her well in cultivating positive and constructive relationships with our Japanese counterparts in Japan District. As a Vietnamese American, her cultural perspective allows her to communicate with empathy and passion but also in understanding and welcoming diversity. Because of these cultural traits she has been able to create a viable, productive, and unified work environment that has allowed her to quickly gain the trust of her team and peers in a multi-cultural environment. Additionally, Her depth in understanding differences in culture and communication styles, within the working environment allowed her to shape new initiatives in a multicultural environment in ways everyone could easily embrace. Her willingness to assist, take responsibility, and seek new routes to success exemplifies her dedication to her role, her team, and the district. She has developed automated solutions to project management that has reduced administrative time and increased the level of confidence in project information. As she grows in her new role, she seeks out solution vice focusing on the problem.

Mr. Ernest Moy

VA



Mr. Ernest Moy, M.D., M.P.H., is the Executive Director of the Office of Health Equity of the VHA. This office manages and supports efforts to understand and reduce disparities in health and health care affecting Veterans. Currently, the office is coordinating analyses and messaging related to disparities in COVID-19 testing and treatment among Veterans and building tools to address structural bias, discrimination, and social determinants of health.

Prior to joining VHA, he was a Medical Officer in the Office of Analysis and Epidemiology at the National Center for Health Statistics of the Centers for Disease Control and Prevention (CDC). At CDC, he studied rural health disparities, analyzed linked hospital-vital statistics data to identify care patterns that placed patients at high risk for opioid poisoning death, and developed new data visualizations and partnerships for disseminating health statistics.



CIVILIAN AWARD WINNERS

DIVERSITY EXCELLENCE

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

Ms. Christine Salcedo

VA



Ms. Christine Salcedo was appointed as a Health System Specialist for the Office of the Deputy Director, VA Palo Alto Health Care System (VAPAHCS), in December 2021. She began career at VAPAHCS in 2014, as a Pathways Intern. Later she served as the Secretary for the Office of the Chief of Staff, and a Management and Program Analyst, and Administrative Officer for Medical Service.

Throughout her years at VAPAHCS, she has held multiple collateral positions promoting diversity, equity, and inclusion in the workplace. In 2017, she became the Asian American Pacific Island Special Emphasis Program Manager (SEPM). In 2019, she took on the Veterans SEPM in addition to AAPI SEPM. While serving as the AAPI SEPM, she explored a leadership opportunity with the Federal Asian Pacific American Council and became co-chair of the Bylaws and Constitution Committee and today, she is co- chair of the Public Relations Committee.

Ms. Jihee Suh

DOJ



Ms. Jihee Suh is a prosecutor, litigator, and counsel with wide-ranging experience in city, state, and federal government as well as in the private sector. Currently, she is as an Assistant U.S. Attorney in the U.S. Attorney's Office (USAO) in the District of New Jersey, where she serves as Deputy Chief of the Special Prosecutions Division, which focuses on investigating and prosecuting public corruption. Her prior federal government service includes serving as a law clerk to the late Honorable James Robertson of the United States District Court in Washington, D.C. following graduation from law school.

For the past decade, Jihee has served as a federal and state prosecutor specializing in targeting public corruption. Prior to serving as a prosecutor, Jihee worked in New York City government as counsel at a city government agency specializing in civil enforcement of local campaign finance laws and advising the agency on campaign finance, EEO/employment related matters, and compliance issues. Her prior service in city government also includes working prior to law school as a Special Assistant to an executive of New York City's child welfare agency. Jihee has also worked in the private sector, at various law firms, handling a variety of criminal defense and civil litigation matters.

As an AUSA, Jihee has contributed to helping the USAO in New Jersey meet its diversity goals by continuing to serve on the USAO Diversity Committee and serving as one of the Office's two Asian American Pacific Islander (AAPI) Heritage Month Planning Chairs who helped plan the Office's yearly AAPI Heritage month celebration. She also served as a panelist on the Asian American Bar Association of New York's panel event in November 2021 addressing junior lawyers and law students on how to become a federal prosecutor and continues to provide mentorship and guidance to AAPI lawyers interested in becoming a federal prosecutor. In addition, she serves as a judge for the competitions for youth held by the New Jersey Orators, a not for profit organization founded by African American corporate executives that focuses on teaching the art of public speaking to children

P1 Humbility: Leadership Humility as Mental Agility

Leadership Humility as Mental Agility Many treat humility as a behavior that boosts reputation. What if you could take humility as a leadership competency? How can you position humility professionally and deliberately? Enter Humbility or humility that leads to mental agility, flexibility, and strategy. This session systematizes how to leverage humility as you build those three aforementioned skills. Humbility catalyzes you toward leadership and professional approaches that make you flexible, adaptable, and conscious of changes. Humility is a vital asset, but Humbility elevates it higher!



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

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

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



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P2 Executive Women's Leadership Forum - “Collaborative Leadership”

Moderator: Minh Nguyen, Ph.D,

Deputy Director, Office of Policy and Plans, FAA

Dr. Minh Nguyen currently serves as an Executive Director for the Office of Strategic Management, within the Federal Aviation Administration (FAA)’s Office of Commercial Space Transportation. His key responsibility is to plan and position the office in meeting the rapidly increasing demand for future commercial space flights. Previously, he served as a Deputy Director for the FAA’s Office of Policy and Plans, where he oversaw the policy development and analysis that provided critical support to the Administrator and FAA organizations. In this capacity, he led the FAA legislative team to oversee the complex development, proposals, and implementation of the FAA Reauthorization Act of 2018. He led the development of the “Accelerating Regulatory Reform for Commercial Space” plan. This plan formed a basis for expedited rule-making activities for commercial space Launch and Re-entry rule to meet the U.S President’s aggressive deadline. He participated in briefings to the White House Vice President’s Office to obtain buy-in and support for the plan. He led the FAA COVID-19 Regulatory and Policy relief taskforce, and presented frequent updates on plans, priorities, and challenges to DOT Undersecretary of Policy as part of the Economic Growth Council, and Economic Rebuilding Task Force. He managed engagements and provided executive secretariat support to the Management Advisory Council (MAC), a highest-level advisory council for the FAA Administrator. Prior to joining the FAA, he worked at the MITRE Corporation, Veracity Engineering, Argon ST, and Naval Research Laboratory, leading advanced research programs. Dr. Nguyen served as a Vice Chair of the Asian-



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

Panelist: Nimisha Agarwal,

Assistant Administrator for Fund Management, FEMA

Ms. Nimisha Agarwal serves as the Assistant Administrator for Fund Management in the Federal Insurance and Mitigation Administration (FIMA). Prior to joining FEMA in August 2019, Ms. Agarwal served as Comptroller for Immigration and Customs Enforcement (ICE), overseeing financial management operations for the agency. She also held a variety of leadership positions within ICE’s Office of the Chief Financial Officer. Ms. Agarwal was appointed to the Senior Executive Service in April 2016. In her current role, Ms. Agarwal provides leadership and oversight of the National Flood Insurance Fund with \$4.7 billion in revenue. She oversees the development of plans and instructions for FIMA’s financial estimates and personnel requirements for the Fund, and the multi-year financial planning estimates of Write Your Own insurance companies that issue flood insurance policies on behalf of FEMA. In addition, she provides the foundational infrastructure essential for mission success by managing budgets, human resources and logistics in support of FIMA’s daily operations and FIMA’s response to disasters nationwide. Under her leadership, the



directorate provides a solid customer-centric foundation through fiscal responsibility, planning, transparency and communication. Ms. Agarwal has over twenty years of experience in strategic planning, budget administration, policy institution, and human resource management. Her robust background in all areas of financial management include budget formulation and justification, business process reengineering, audit preparedness, and financial system modernization.

Panelist: Larissa Knapp,

Acting Associate Deputy Director, FBI

Larissa Knapp currently serves as the Acting Associate Deputy Director of the FBI. In this capacity, Ms. Knapp oversees all FBI personnel, budget, administration, infrastructure, compliance, insider threat, and diversity and inclusion programs. Subsequent to this assignment, Ms. Knapp most recently served as the Executive Assistant Director of the Human Resources Branch where she is responsible for all human resource, security, training, and disciplinary appeal matters. Ms. Knapp joined the FBI in 1997 as a special agent in the New York Field Office, where she investigated criminal computer intrusion and intellectual property matters. In 2003, she transferred to the FBI office on St. Thomas, U.S. Virgin Islands, where she worked mostly counterterrorism investigations. In 2006, Ms. Knapp was promoted and moved to FBI Headquarters and served in several leadership positions at the CIA Counterterrorism Center and in the FBI’s Counterterrorism Division. In 2011, Ms. Knapp was selected as a field supervisor of a counterterrorism squad at the Washington Field Office (WFO). She was promoted to the assistant special agent in charge of an intelligence branch at WFO in



2014. Ms. Knapp was promoted in 2016 to section chief of the Counterterrorism Internet Operations Section in the Counterterrorism Division at Headquarters. She led the coordination, support, and oversight of FBI investigations to detect and disrupt cyber terrorist networks and operatives. In 2017, Ms. Knapp was elevated to deputy assistant director of the Intelligence Operations Branch in the Directorate of Intelligence. She returned to WFO in 2018 as the special agent in charge of the Counterterrorism Division, where she oversaw the crisis response program and led efforts to protect the region from international and domestic terrorism threats. Ms. Knapp was named assistant director of the Security Division in 2020. As the FBI's chief security officer, Ms. Knapp was in charge of global security operations, access control, physical security, background investigations, and related programs.

Panelist: Allison Carpenter,

Deputy Assistant Director, Office of Counterintelligence, Defense Counterintelligence and Security Agency

Agency

Allison L. Carpenter is the Deputy Assistant Director for the Office of Counterintelligence (CI) for the Defense Counterintelligence and Security Agency (DCSA). DCSA is a strategic asset to the Nation and its allies – continuously ensuring a trusted federal, industrial and affiliated workforce, and enabling industry's delivery of uncompromised capabilities by leveraging advanced technologies and innovation. The agency uniquely blends critical technology protection, trusted personnel vetting, counterintelligence, and professional education and certification to advance and preserve America's strategic edge. DCSA CI is responsible for providing counterintelligence support to over 12,500 cleared contractor facilities employing more than a million cleared personnel. Ms.



Carpenter directs and manages DCSA CI's mission to conduct collection, CI functional services, and analysis and production. DCSA CI identifies the threat posed by foreign intelligence services, their surrogates and other hostile entities, and informs industry and government stakeholders to protect Department of Defense classified technologies, information, and personnel resident in the National Industrial Security Program and Trusted Workforce. Ms. Carpenter served in several leadership roles within DCSA before being promoted to Defense Intelligence Senior Leader in January of 2022. From 2019 to 2021, Ms. Carpenter, as the Chief of the CI Operations Division, provided operational oversight of CI support nationwide in order to deter, detect, and neutralize foreign intelligence entities. She also managed an extensive portfolio of headquarters elements, to include collection management, intelligence oversight, policy, microelectronics, counterespionage (CE), industry partnership, academia outreach, liaison, and coordination of investigative and operational activities with CI, law enforcement, security, and intelligence agencies. Prior to this assignment, Ms. Carpenter was legacy-Defense Security Service's North Region CI Director from 2014 to 2019 in Andover, Massachusetts. Before joining DCSA, Ms. Carpenter served honorably in the U.S. Army and as an Army Civilian. She has conducted CI, counterterrorism (CT), security, force protection, and technology protection missions throughout her nearly 20-year intelligence career. Ms. Carpenter worked extensively in leading and managing complex CI, CE, and CT investigations and operations worldwide.

Panelist: Margaret Vo Schaus, Chief Financial Officer, NASA

Margaret Vo Schaus was confirmed by the U.S. Senate on July 30, 2021, to serve as NASA's Chief Financial Officer. As Chief Financial Officer,



Schaus ensures the financial health of the Agency and oversees all financial management, budget, strategic planning, and performance activities relating to NASA's programs and operations. Schaus manages the Agency's budget and financial operations, directs the preparation and submission of annual financial and budgetary reports, and coordinates Agency financial management activities with other federal agencies. Prior to this appointment, Schaus was a career member of the Senior Executive Service. She has held numerous leadership roles within science and engineering organizations with responsibility for advancing research, development and demonstration programs; financial management; and business operations. She has served in positions at the Departments of Defense, Energy and Treasury, and at the U.S. Government Accountability Office. Schaus has been recognized with several awards, including the Office of the Secretary of Defense's Exceptional Civilian Service Award, the Department of Energy's Distinguished Career Service Award, and the Secretary of Energy's Honor Award.

Panelist: Seema Rao,

U.S. Patent and Trademark Office

Ms. Rao began her career at USPTO in 1994 as a patent examiner in the Electrical area. She examined applications in Multiplex Communications technology and served as a Supervisory Patent Examiner in the same area. She was appointed as a Senior Executive Member in 2012; in this capacity, she serves as a Group Director in Technology Center 2100 overseeing Database & File management, and Inter-Process Communication & Software Developments. She has a Bachelor of Science in Electronics and Communication from India and a Master of Science in Telecommunication Systems Management from the University of Maryland.



P3 AANHPI SES Leadership

Stacey Moy

Assistant Special Agent in Charge, FBI

Mr. Moy joined the FBI as a special agent in 2004 and began investigating foreign counterintelligence and espionage cases in the Washington Field Office. He served as the case agent investigating penetrations of the U.S. Intelligence Community, media leaks, and economic espionage. He also served on the SWAT team. Mr. Moy was promoted to supervisory special agent in the Counterintelligence Division at Headquarters in 2009, handling several major cases that involved the targeting and acquisition of U.S. trade secrets by foreign adversaries. In 2011, Mr. Moy was promoted to field supervisor of a counterproliferation squad in the Oakland Resident Agency of the San Francisco Field Office. In 2014, he was promoted to unit chief of the Counterproliferation Center in the Counterintelligence Division at Headquarters. The center is charged with leading the FBI's efforts to prevent the spread of weapons of mass destruction and other technologies that threaten national security. Mr. Moy was promoted to assistant section chief of the center in 2015. He moved to the San Francisco Field Office in 2016 as the assistant special agent in charge of the criminal branch in charge of investigating complex financial crimes, public corruption, civil rights, and violent crimes against children. He was named a Counterintelligence Division section chief in 2017 and promoted to deputy assistant director in 2019. Before joining the FBI, Mr. Moy graduated from the U.S. Naval Academy and was a commissioned officer in the U.S. Navy, serving in both the Surface Warfare and Naval Special Warfare communities. He earned a master's degree in national security and strategic studies from the U.S. Naval War College and was a senior executive fellow at Harvard's John F. Kennedy School of Government for Executive Education.



Charlie Patterson

Special Agent in Charge, ATF

Charlie J. Patterson was selected in March 2021 as the Special Agent in Charge (SAC) of the Washington Field Division for the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF). He is responsible for ATF operations throughout Washington, D.C., Virginia and the eastern panhandle of Western Virginia. SAC Patterson's most recent assignment was SAC of the Newark Field Division – a position he held since December 2018. ATF is a key law enforcement agency within the U.S. Department of Justice that protects our communities from violent criminals, criminal organizations, the illegal use and trafficking of firearms, the illegal use and storage of explosives, acts of arson and bombings, acts of terrorism, and the illegal diversion of alcohol and tobacco products. The men and women of ATF perform the dual responsibilities of enforcing federal criminal laws and regulating the firearms and explosives industries to protect against crime, violence, and other threats to public safety. SAC Patterson previously served as the Chief of the International Affairs Division (IAD) in the Office of Strategic Intelligence and Information (OSII). As the Chief of IAD, he exercised full supervisory responsibility and authority over ATF's international operations, providing second and third level supervision to eight countries worldwide with a focus on providing technical assistance, information and intelligence sharing, and training to foreign partners in capacity building efforts to reduce violent crime and prevent terrorism. SAC Patterson served as ATF's principal representative for IAD at a wide variety of federal and international organizations, including Department of State, Executive Office of the President, United Nations, Interpol, Europol, Organization of American States, Department of Justice, Department of Homeland Security, Federal Bureau of Investigation, Homeland Security Investigations, Customs and Border Protection, Drug Enforcement Administration and the United States Marshals Service. SAC Patterson is an accomplished ATF policy specialist, responsible for developing policy throughout his career for ATF's International Operations, Special Response Team, and Undercover Operations. SAC Patterson has also led ATF criminal enforcement operations that contributed to the largest violent gang roundups in New York City Police Department history as the Assistant Special Agent in Charge (ASAC) in the New York Field Division. SAC Patterson has also managed interna



P3 AANHPI SES Leadership

Minh Nguyen
Deputy Director, Office of Policy and Plans, FAA

Dr. Minh Nguyen currently serves as an Executive Director for the Office of Strategic Management, within the Federal Aviation Administration (FAA)'s Office of Commercial Space Transportation. His key responsibility is to plan and position the office in meeting the rapidly increasing demand for future commercial space flights. Previously, he served as a Deputy Director for the FAA's Office of Policy and Plans, where he oversaw the policy development and analysis that provided critical support to the Administrator and FAA organizations. In this capacity, he led the FAA legislative team to oversee the complex development, proposals, and implementation of the FAA Reauthorization Act of 2018. He led the development of the "Accelerating Regulatory Reform for Commercial Space" plan. This plan formed a basis for expedited rule-making activities for commercial space Launch and Re-entry rule to meet the U.S President's aggressive deadline. He participated in briefings to the White House Vice President's Office to obtain buy-in and support for the plan. He led the FAA COVID-19 Regulatory and Policy relief taskforce, and presented frequent updates on plans, priorities, and challenges to DOT Undersecretary of Policy as part of the Economic Growth Council, and Economic Rebuilding Task Force. He managed engagements and provided executive secretariat support to the Management Advisory Council (MAC), a highest-level advisory council for the FAA Administrator. Prior to joining the FAA, he worked at the MITRE Corporation, Veracity Engineering, Argon ST, and Naval Research Laboratory, leading advanced research programs. Dr. Nguyen served as a Vice Chair of the Asian-American Government Executives Network (AAGEN) (2015-2017), and has been training aspiring leaders to becoming senior managers and executives in the federal government, as part of AAGEN's Senior Executive Development Program. His contributions have been highlighted on TV interviews, and he was the recipient of the Federal Asian Pacific American Council (FAPAC) for significant contributions toward the Asian American and Pacific Islanders (AAPI) representation at all levels. He obtained his undergraduate, graduate, and doctorate degrees in Electrical Engineering from Virginia Polytechnic Institute and State University (Virginia Tech). He loves to play golf, especially with his father and 2 sons, and to go skiing.



Mae Wu
Undersecretary for Marketing and Regulatory Programs, USDA

Prior to joining USDA, Mae Wu served as a Senior Director at the Natural Resource Defense Council, helping to lead the organization's health and food work. She has also worked with the federal government to revise the Total Coliform Rule, as well as served on the Environmental Protection Agency's Pesticide Program Dialogue Committee and its National Drinking Water Advisory Council. Wu holds a bachelor's degree in chemical engineering from Rice University, a master's degree in environmental policy from the University of Cambridge, and a Juris Doctor from Duke University.



P4 Empathy Action RoadMap (EAR)

According to research, 96% of employees believe empathy is essential in their organizations, yet 92% believe it's undervalued. Even quantitatively, organizations who are in the top 10 of the Global Empathy Index earn 2x more than those at the bottom 10. Empathy: it's essential, effective, and earns. This session provides a practical and tactical guide toward engaging in empathy. The Empathy Roadmap clearly and concisely guides you to navigate how others feel, so that you can interact—and lead—with empathy. This Tool sharpens your Emotional Intelligence (EQ), so you can benefit yourself and others effectively.



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

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

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



P5 Leading Diversity, Equity, Inclusion, and Accessibility (OPM)

Kemba Hendrix

Senior Advisor to the Director, Office of the Director, OPM

Kemba Hendrix is a Senior Advisor to the Director at the Office of Personnel Management, under the Biden-Harris Administration. In this capacity, she advises the OPM Director and agency leadership on various initiatives with a focus on diversity, equity, inclusion and accessibility policy, strategy, and best practices. Prior to coming to OPM, Kemba served as the Inaugural Executive Director for the House Office of Diversity and Inclusion at the U.S. House of Representatives and has worked within several agencies including the Equal Employment Opportunity Commission, the U.S. Office of Personnel Management, and the U.S. Department of State as a legal advisor to the Chief Diversity Officer and Office of Civil Rights. Kemba holds a Bachelor's degree from Xavier University and a Juris Doctorate from Howard University School of Law. She currently resides in Washington, DC.



Jason Tengco

White House Liaison, Office of Director, OPM

Jason Tengco is the White House Liaison for the Office of Personnel Management (OPM) under the Biden-Harris Administration. In this capacity, he serves as the primary advisor to the White House and OPM senior leadership on hiring the agency's political appointees, manages priority projects with the Presidential Personnel Office, and supervises the processing of non-career appointments across the federal government. Jason brings over a decade of experience in public service and community organizing working for the White House, Congress, presidential campaigns, and non-profit organizations. He previously served as the Asian American and Pacific Islander (AAPI) Outreach Lead for the Biden-Harris transition team, Coalitions Chief of Staff for Biden for President, Executive Director of the National Federation of Filipino American Associations, National AAPI Outreach Director for Hillary for America, and Deputy Director of the White House Initiative on AAPIs under the Obama-Biden Administration. Throughout his career, Jason has participated in fellowships with the Asian Pacific American Leadership Institute, LGBTQ Victory Institute, Filipino Young Leaders Program, New Leaders Council, Asian Pacific American Institute for Congressional Studies, Asian Pacific American Labor Alliance, Center for Progressive Leadership, and Public Policy and International Affairs Program. Born and raised in the San Francisco Bay Area, Jason has a B.A. in Political Science from UCLA and a Master's in Public Affairs from UC Berkeley's Goldman School of Public Policy.



P6 Intelligence Community (IC) Fireside Chat

Barbara Holston**Executive Sectary & NLTP Conference Chair, FAPAC**

Barbara Holston is currently a Senior Program Analyst at Defense Counterintelligence & Security Agency, Threat Directorate at Quantico, VA. She leads the directorate in developing and execution of their requirements and serves as a Contracting Officer Representative for the directorate's contracts. Prior to joining DCSA, Barbara has held positions at US Army Intelligence and Security Command, 88th Comptroller Squadron, 445th Airlift Wing, and Northrup Grumman. She is a proud military spouse, married to a US Army soldier, with 2 boys, and resides in Northern Virginia.

**Mary Allen Lausman****Program Committee Co-Chair, FAPAC**

Mary Allen Austria Lausman is Administrative Officer for Physical Medicine and Rehabilitation Service at North Florida/South Georgia Veterans Health System (NF/SG VHS). Mary Allen served as NF/SG VHS Diversity Council Chair from 2012 to 2018 and as NF/SG VHS AAPI Special Emphasis Program Manager from 2012 to 2021. She has served as a Healthcare Administrator and Healthcare Advocate for almost 20 years as well as a Professional DEI Practitioner for 10 years while at the VA and throughout the local, regional, and national communities. Mary Allen is a Three-Time National Excellence Award Winner for her work in DEI at the VA in 2014, and 2017 through VA ORM DI, and in FAPAC in 2021 for her work completed during FAPAC NLTP 2021. She is so thankful for her experience and exposure to the leadership training she received at FAPAC since 2012, and for graduating from the FAPAC Competency Development Program for High Performers in 2019. She is most proud of the work her VA team and DEI colleagues completed during the global pandemic. She is extremely thankful for staying a loving wife and mother, to her loving husband, and lively two-year old son. When taken together, family is the most important component to her life and the only reason why her DEI work is even possible, because her family fills her cup to overflowing.

**Belinda Gnansounou****Diversity Outreach, ODNI**

Diversity and Inclusion and Organizational Climate Specialist with proven capabilities of development, analysis, and delivery of strategies for addressing barriers to equal opportunity, diversity, and climate concerns. Expertise includes: Group Facilitation, Trend Analysis, Training & Development, Survey Administration. Effective leader with a strong ability to achieve meaningful results that strengthen the organization through diversity-focused programs, EEO laws, and policies.

Thu Van T. Hendrey**Directorate for Analysis, DIA****Stephanie LaRue****IC Chief of Diversity and Inclusion, ODNI**

About AsianUPWARD by Elevate

Vision

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

Mission

To achieve our vision, AsianUpward co-creates:

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



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

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

AsianUpward is an initiative of Elevate.

About ELEVATE

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

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

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For more information, visit: www.asianupward.com
Contact: Vu H. Pham at vupham@spectrumknowledge.com

WORKSHOP 1

A1. Making Collaborative Networks Work in the Pacific

A former deputy commanding general (DCG) of US Army Civil Affairs & Psychological Operations Command and commanding general of 351st Civil Affairs Command, Brig Gen (Ret) Christopher Stockel shares recent experiences in the Pacific. He highlights how the military and interagency are working together to build collaborative networks for greater synergistic effects. The general also shared what it's like to transition from military to civilian life.

Christopher Stockel

Brigadier General (Ret.) Chris Stockel, who currently serves as the vice president of the Civil Affairs Association Western Region, Association of the United States Army, commanded infantry, special forces, and civil affairs units in the U.S. Army, culminating at the one-star level as commanding general of the 351st Civil Affairs Command (CACOM) in Mountain View, CA. As CG of the 351st, he was responsible for nearly all civil affairs operations in the INDO-PACIFIC region. Before that, he was Deputy Commander, U.S. Army Civil Affairs & Psychological Operations Command (Airborne) and Chief of Staff of the 352nd CACOM. He spoke at the Council on Foreign Relations focused on China, at AUSA LANPAC in Hawaii on HADR, and testified before Congress to the House committee on State and Foreign Operations on Iraq.



B1. DEIA—More Than A Program

The federal government will advance and embed DEIA throughout its workforce. Across the federal government, agencies will work collaboratively to drive innovation and organizational outcomes, draw from the full diversity of the nation, and position the federal government to serve as a model employer that values and promotes equity for all Americans.

Lisa Broadway, National Federal Sector Outreach and Communications Coordinator, U.S. Equal Employment Opportunity Commission

Carlisa “Lisa” Broadway is the U.S. Equal Employment Opportunity Commission’s (EEOC) National Federal Sector Outreach and Communications Coordinator. In her current role, Lisa develops, conducts, and coordinates equal employment opportunity (EEO), Diversity Equity Inclusion and Accessibility (DEIA), and workplace civility training and outreach. Lisa has also successfully served the EEOC as an Investigator, investigating and resolving private sector EEO complaints, and as an Enforcement Supervisor, managing private sector Investigators and enforcement/outreach efforts. Lisa has a joy for training and a passion for the very meaningful work performed by the EEOC and is regularly requested by name to speak on a variety of EEO, DEIA, and workplace civility topics. To contact Lisa regarding training and/or outreach for your agency or organization please email federaltrainingandoutreach@eeoc.gov. For the latest federal sector EEO news and updates, to include free webinar offerings, follow the Training and Outreach Division on Facebook and Twitter @EEOC_OFO.



C1. The Seven Must Haves of Leadership

Alex Tremble, Certified Speaker, Teacher, and Coach,
Tremble Influence Academy

Alex D. Tremble is an award-winning speaker, author, and leadership expert who has over 10 years of experience coaching and advising some of our nation's most senior level government leaders. Alex began his career managing three government-wide senior leadership development programs, and quickly went on to establish GPS Leadership Solutions LLC., while publishing two bestselling books ("Reaching Senior Leadership: 10 Growth Strategies Every Government Leader Should Know" and "The GPS Guide to Success") geared towards helping government leaders gain influence and attain career success.

Alex is a Leadership Center for Excellence 40 under 40 honoree. Alex is passionate and committed to helping our nation's government leaders reach their highest potential; personally, and professionally. Alex received his Bachelor's degree in sociology and psychology from William Penn University and his Master's degree in industrial and organizational psychology from the University of Baltimore.



D1. Discovering Your Potential

Potential is often used to describe "latent qualities or abilities," and in physics it is described as, "stored energy that depends upon the relative position of various parts of a system." In this interactive workshop experience, Akil will be taking us inward to discover and/or affirm our potential, closer to self-actualization.

Participants of this workshop can expect to think through personal development theories, life experiences and imaginative exercises.

Akil Reynolds, Health Education Consultant, Florida
Department of Health

Akil Reynolds is an independent hip-hop artist and performer as well as a professional health equity advocate and scholar. He currently works full-time as a state advocacy manager at a national health policy advocacy non-profit, Community Catalyst. He is an alumni at the University of Florida where he created and facilitated social justice workshops, retreats and provided on-campus behavioral health coaching working as a Wellness Educator. Akil also served as a Health Education Consultant for the Alachua County, Florida Department of Health where he informed families of and empowered them to enroll in the Health Department dental clinic along with other services. Akil holds a bachelor's degree in public health from the University of Florida.



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DIVERSITY IS OUR STRENGTH!

Make the difference.
Serve those who have served our country.

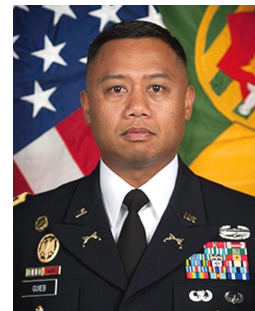
As we serve the most diverse group of Veterans in history, VA is committed to hiring staff that reflects that diversity, ensuring that employees feel supported, and providing equitable health care access.

WORKSHOP 2

A2. Collaborating in Non-Traditional Areas

Colonel (Ret) Ross Guieb, director for the George W. Bush Innovation Center at Texas A&M, shares new ways in which the government is attempting to collaborate and work with more non-traditional organizations. There is a realization across government that we need to work more closely with start-ups and other companies that normally do not interact with the military.

Ross Guieb, Executive Director, Texas A&M University



Ross Guieb is the Executive Director for the George H.W. Bush Combat Development Complex at the Texas A&M University System RELLIS Campus in Bryan, Texas. He is a husband, Aggie Dad, and a “Soldier for Life.” As Executive Director, he provides oversight of a more than \$200M combined investment from the Texas A&M University System, State of Texas, and Army Futures Command to establish a unique ecosystem of state-of-the-art facilities, researchers, staff and faculty organized and focused on accelerating specific Department of Defense research priorities from the lab to the field. This includes developing strategic partnerships across DoD, academia, and the defense industrial base. A decorated combat Veteran, Ross retired as a Colonel with 29 years of service in the U.S. Army in 2020. His background of service in executive-level roles in both the Pentagon and the establishment of Army Futures Command provides the Texas A&M University System tremendous insight on how to best support national security research priorities. Ross holds a Bachelor of Arts in International Relations from the University of California, a Masters of Arts in Business and Organizational Security Management from Webster University, a Masters of Science in Adult Education from Kansas State University and a Masters of Science in National Security Policy and Resource Strategy from the Eisenhower School. He is also a graduate of the FBI Academy and received professional certification from the University of St Andrews (Scotland) Centre for the Study of Terrorism. Ross is married and is the proud father of three sons, two are currently on ROTC scholarship with the Corps of Cadets at Texas A&M University.

B2. EEO, DEI, Affirmative Action: Our Difference Makes All the Difference

In this workshop, we will learn about EEO, DEI, and Affirmative Action. We will review what the concepts really mean and how they apply to the workforce. The workshop will teach participants how to apply the concepts and avoid pitfalls with the goal of creating a more inclusive workplace, one where employees and the organization succeeds together. We will focus on best practices to reduce costly EEO complaints, to increase diversity and inclusion while providing equal access to everyone, and to improve underrepresentation. All of these concepts are different yet important, and just like the workforce, differences are what make us stronger.

Sylvia Smith, Director of Office of Equality, Diversity, and Inclusion, Alcohol and Tobacco Tax and Trade Bureau

Sylvia has worked in the Equal Employment Opportunity (EEO) and the Diversity, Equality, and Inclusion (DEI) field for over 15 years. She joined the federal sector in October 2002 as a Human Resources Specialist at the US Department of Agriculture in Maryland. Later, she joined the Department of Veterans Affairs and rose to serve as the EEO/DEI Manager and Lead for VA's southern region, where she ensured that the organization was compliant with federal, state, and local requirements to maintain a discrimination-free workplace. She also chaired the EEO/DEI advisory committee for the region and was a recipient of the 2014 VA Secretary's Diversity & Inclusion Excellence award. On March 14, 2022, Sylvia joined Alcohol and Tobacco Tax and Trade Bureau as the Director of the Office of Equality, Diversity, and Inclusion. Sylvia is excited to be part of TTB which has been ranked amongst the top best places to work in the Federal Government. TTB is an organization that values and promotes diversity, elevates equity, and promotes a culture of belonging. By creating an inclusive culture, we can innovate, grow, and succeed as a team. Sylvia is a Certified Mediator and in 2021 she earned the Franklin Covey Unconscious Bias trainer certification. Sylvia is a true advocate for alternative dispute resolution and supports special emphasis programs in an effort to promote diversity. Sylvia earned a Master of Business Administration and holds a Master of Science degree with an emphasis in Human Resources and Employment Law. She resides in Coconut Grove, FL, where she enjoys swimming and spending time with her husband and ten-year-old son.



FAPAC CDP 2020 GRADUATION

C2. Fostering Collaboration Through Exploring Possibility

Effective collaboration is increasingly important as we become more diverse and interconnected. As a result, the need to advance and develop purpose-driven and creative leaders is greater than ever before. This session will empower attendees with insights, tools, and considerations that will help them explore the increasingly emergent possibilities around us and more effectively leverage collaboration to produce meaningful change for those they serve.

Narayan Kulkarni, Administrative Fellow, University of Iowa Hospitals & Clinics



Narayan Kulkarni is an aspiring healthcare leader and change agent who is passionate about cultivating a better world. He received a Master of Health Administration (MHA) and Master of Business Administration (MBA) from the University of South Florida in Tampa, FL, USA and is Certified in Public Health (CPH) by the National Board of Public Health Examiners (NBPHE). Narayan has contributed to empowering his local Asian American community in various contexts, such as through three years of leadership in the Asian American Student Union (AASU) at the University of Florida and serving as a community reviewer and editor for "Our Stories," the first community-based book exclusively dedicated to the history of South Asians in the U.S. Narayan's work for the Asian American community has been recognized locally and internationally, such as through induction into UF's Asian Pacific Islander American Affairs Hall of Fame and selection as 1st prize winner for the Goi Peace Foundation's International Essay Contest for Young People in 2015. While completing his graduate studies, he played an integral role in growing two Virtual Student Federal Service Internship Programs hosted by the Department of Veterans Affairs. He has a strong interest in mentoring others and is a mentor for the Global Mentorship Initiative and Wedu Global. Currently, Narayan serves as the administrative fellow at the University of Iowa Hospitals & Clinics, where he completes project work in partnership with administrators and clinicians across the organization to enhance world-class care delivery to patients in all 99 counties of Iowa and beyond.

D2. Financial Literacy and Wellness 2.0

75% Financial Literacy Wellness (FLW) attendees in May 2021 FAPAC National Leadership training expressed interests in the middle finger (how to grow our money in TSP) of the 5-fingers-money-management. This year, Steve will be covering TSP investment in greater details in FLW 2.0. It will cover (1) TSP data as of 12/31/2021, TSP age barometer with a goal to retire at age 60 with over \$1 million dollars in TSP, (2) CSRS/FERS data about our career (from hire age and retire age), (3) Life expectancy data (most mis-understood it, and use it incorrectly for retirement and healthcare planning. Most cancer patients over-project their life expectancy.

Steve Niu, Chief Actuary, U.S. Office of Personnel Management



Steve Niu joined OPM as the Chief Actuary in March 2008 from the private sector. He has experience in both retirement and healthcare. His former clients include numerous fortune 500 companies, and several state pension, life insurance and healthcare plans. Steve is a Fellow of the Society of Actuaries, Enrolled Actuary with the Joint Board of IRS and a member of the American Academy of Actuaries. Steve is a lifetime member with FAPAC. Financial Literacy and Wellness (FLW) session: Steve will be introducing the "5-Fingers-Money-Management" about how to manage our financial money and assets, and covering topics including Retirement (SSA, FERS/CSRS and TSP), Healthcare (FEHBP, FEDVIP), FEGLI, and FELTCIP. There will be examples, stories, tips and tools including AI, cellular, wifi etc. technology to help you plan for your retirement, and choose the best medical plans during open season and remain FIT both physically and financially etc. in a very un-orthodox way.

WORKSHOP 3

A3. Transitioning from Military Officer to Government Civilian: Building Networks to Succeed

Mr. Lee S. Fennema is the current director for all exchange officers and NCOs in Europe, the largest group in DOD. He transitioned from the military as an officer to a government service (GS) civilian, sharing many insights on the transition as well as giving pointers in working with government jobs and Veterans Affairs (VA).

Lee Fennema, Arms Control Manager, Department of Defense



Lee Fennema is a senior operations and change manager who leads large, complex organizations as a former US Army officer and Apache pilot. Comfortable operating with multiple stakeholders in multinational environments, often under high-pressure and critical time constraints, delivering on time and on budget.

B3. Mastering the Technical, Strategic and Soft Skills Required to Successfully Leads Others

The Well-Rounded Professional: Mastering the Technical, Strategic and Soft Skills Required to Successfully Lead Others

The average professional is savvy—great and successful professionals are well-rounded. In this workshop, you will learn about the common traits well-rounded professionals possess, and the importance of Emotional Intelligence to identify skill gaps/ areas of growth and cultivate the characteristics that will catapult you to higher levels of authority and performance. Moreover, discover additional tools to aid you in moving up or over in the workplace, and how to maneuver around difficult or unsupportive supervisors and colleagues for the win.

Glorimar Maldonado, Manager, U.S. Patent and Trademark Office

Glorimar Maldonado is the Diversity Program Manager for the U.S. Patent and Trademark Office at the U.S. Department of Commerce in Alexandria, VA. In this role, she provides policy review, technical guidance, data-driven analyses, and strategic leadership to recruit, retain and engage a prepared, diverse and sustainable workforce. Further, as an instructor, she conducts employment and professional/leadership development workshops and K-12 activities that promote careers in mathematics and the sciences. Previously, Ms. Maldonado was the Interim Deputy Director for Talent Acquisition and the Chief Recruitment Officer for the U.S. Department of Health and Human Services. In this role, she developed, reviewed and implemented policies, programs and initiatives to streamline and improve federal hiring and retention practices, promote Diversity and Inclusion, and provide employment and professional development training to federal employees in various agencies. Ms. Maldonado has also been a senior advisor for the Strategic Programs Office at the Centers for Disease Control and Prevention, where she developed, implemented and managed Hispanic recruitment and outreach programs and initiatives. Additionally, prior to joining the CDC, she was the chief of staff for the White House Initiative on Educational Excellence for Hispanics. In this role, she supervised the daily operations of the office, including strategic planning, social media campaigns, management of staff, and the development and implementation of Presidential outreach programs. Ms. Maldonado holds a B.A. in English, history and psychology and an M.S in leadership.



C3. Executive Coaching Panel

Barbara Jackson, Deputy CIO, IT Strategy, Policy, Governance and Chief Technology Officer, Defense Counterintelligence and Security Agency

Dr. Barbara Jackson is the Deputy CIO for IT Strategy, Policy, Governance and the Chief Technology Officer (CTO) at the Defense Counterintelligence and Security Agency (DCSA). She serves as the primary advisor to the CIO in the areas of IT enterprise strategies, policy, and emerging technologies. Dr. Jackson also serves as the President of the DCSA Asian American and Pacific Islander Affinity Group, FAPAC DoD Chapter Auditor and Webmaster, and the FAPAC National Webmaster Committee Chair.



Robert Baggett, Special Agent-in-Charge, Investigations Liaison and Special Operations Division, USDA, OIG

Robert M. Baggett is the Special Agent-in-Charge for USDA OIG's Investigations Liaison and Special Operations Division. During his 21 years of public service, he has held various positions with local, state, and federal government agencies to include the State Department's Foreign Service. As a credentialed educator, Robert has created and employed curriculum initiatives that focused on the enhancement of employee performance to include leadership and managerial skill sets. He has served as a mentor for the San Francisco Federal Executive Board's Leadership Development Program and is a leadership coach who coaches federal employees. As an adjunct professor, Robert teaches courses in public administration, justice studies, and general education.



David Omura, Director/CEO, Columbia VA Health Care System



D3. The Power of Validation Through Collaboration

Diane will share her own experience of validation or the lack thereof. Validation is uncommon in the AANHPI communities. For as long as she can remember, Diane was told to do things and do things well. Diane was told to be the most hard working and never complain. Diane does not recall receiving validation from her family or work environment. This is all she knows. So when Diane became a supervisor she lacked the skills to be her best and to grow her team to their fullest potential. It was not until Covid, Diane learned the importance of validation; through all the challenges of remote working, remote schooling, endless worries about health and safety while continued to effectively collaborate during a time when we cannot be in person to support each other. After realizing the impact of validation, Diane has grown as a human and a supervisor. Diane can see the positive impact on her team and effectiveness of collaboration when validation is given appropriately.

Diane Vu, Assistant Special Agent in Charge, HHS-OIG

Diane Vu is an Assistant Special Agent in Charge with the United States Health and Human Services, Office of Inspector General, Office of Investigations in Los Angeles, California. Diane Vu joined HHS-OIG in 2008. Prior to joining HHS-OIG, Diane worked as Peace Officer for the State of California. Diane has a Bachelors Degree from California State University Fullerton and a Masters Degree from Chapman University. At HHS-OIG Diane supervises a squad of Special Agents and over 100 complex criminal and civil healthcare fraud investigations. Diane's investigative portfolio includes Medicare and Medicaid fraud investigation and 100 other HHS programs. Diane manages cases ranging from Hospice/Home Health fraud, Opioid/Pharmaceutical fraud, Health Resources & Services Administration, Provider Relief Fund, Covid 19 fraud and many more. Additionally, Diane serves on the HHS-OIG Diversity and Inclusion Advisory Board and the only Asian American represented for the Office of Investigations. As the only female Asian American Assistant Special Agent in Charge in the organization, Diane is passionate about diversity and inclusion in the federal workplace.



WORKSHOP 4

A4. New Ways to Collaborate in Military Planning

Colonel Arnel P. David, Army Strategist in NATO, tells his story about planning and wargaming experimentation at the NATO Allied Rapid Reaction Corps. He highlights how bottom-up initiatives are ushering in new technology and artificial intelligence to speed up decision-making processes and produce greater quality in staff work.

Arnel David, Army Strategist, NATO

Arnel is an active duty Army strategist serving overseas in NATO. He completed six combat tours with both conventional and special operations units where he deployed to the Middle East, Central Asia, and Southeast Asia. He is a distinguished military graduate from Valley Forge Military College and has two master's degrees from the University of Oklahoma and the Local Dynamics of War Scholars Program at the U.S. Army Command and General Staff College. Arnel recently completed an Artificial Intelligence Programme at the University of Oxford and is PhD candidate at King's College London. He is a coauthor of Military Strategy in the 21st Century: People, Connectivity, and Competition. A new member of the FAPAC Department of Defense (DoD) Chapter, Arnel is proud of his Filipino-American heritage and always serves as a champion for diversity, equity, and inclusion in defense and government.



B4. An Introduction to Allyship and Support

This workshop is intended for all audiences. During this talk, we will discuss the speaker's journey to becoming an ally to diversity, equity, and inclusion practices, and his experiences as a manager in healthcare. The workshop will discuss what allyship can look like in the workplace, and will work to break down 3 common barriers to achieving a more inclusive practice. Finally, the speaker will discuss some strategies from a business coaching perspective that can be used to help build allies in the workplace.

Lucas VanEtten, Assistant Chief, Physical Medicine and Rehabilitation Malcom Randall VAMC

Lucas VanEtten, PT, DPT, MBA is the Assistant Chief of Physical Medicine and Rehabilitation at the Malcom Randall VA Medical Center in Gainesville, FL. In his role he oversees all of PM&R for Northern Florida and Southern Georgia, facilitating access to care for our Veterans. Prior to his role within the Department of Veterans' Affairs, Lucas was the clinical manager for sports medicine physical therapy at the Jameson Crane Sports Medicine Institute at The Ohio State University, overseeing over 50 staff and hosting 2 residencies and 2 fellowships at this location. He completed his undergraduate education at Michigan State University before receiving his Doctor of Physical Therapy from the University of Florida. In 2018 he received his master's in business administration with an emphasis on strategy and leadership from The Ohio State University. Lucas is a Board-Certified Specialist in Orthopaedic Physical Therapy and has worked with athletes of ranging from high school to the professional level. During his time in management, Lucas has emphasized building culture and staff development. In his spare time, Lucas serves as a professional business coach in the Fisher College of Business at The Ohio State University. Lucas has a passion for staff engagement and professional development, and has provided state and national presentations on leadership, communication, and business model development.



C4. The Village Mindset to Collaboration

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

**Kimberly Osborne, JD, Deputy Executive Director,
Department of Veterans Affairs**



Ms. Osborne comes to the Office of Small and Disadvantaged Business Utilization from the Board of Veterans Appeals (BVA/Board), where she has served for 26 years as an attorney, Senior Counsel, Veteran Law Judge, Chief Veterans Law Judge and Deputy Vice Chairman. As Deputy Vice Chairman, Ms. Osborne was an active member of the Board's top management team. In this role, she directly supervised Veterans Law Judges, attorneys and professional administrative staff in issuing quality and timely Board decisions. Ms. Osborne previously served as a Chief Veterans Law Judge from 2008 to 2016, where she managed a team of approximately 50 attorneys and judges in deciding appeals. In 2006, she was appointed by VA Secretary Jim Nicholson as a Veterans Law Judge, with the approval of President George W. Bush. Ms. Osborne's responsibilities included presiding over hearings and independently reviewing and issuing appellate decisions for the Secretary of the Department of Veterans Affairs (VA) pursuant to 38 U.S.C. § 7101A. While at the Board, she also served as an Associate Counsel, Counsel, and Senior Counsel. During Ms. Osborne's tenure at the Board, she has received numerous awards, including the Gears of Government Award from VA Secretary Robert L. Wilkie in March 2019.

D4. The Virtual/Real World: Put Your Passion into Practice

The Virtual / Real World: Put Your Passion into Practice looks at the importance of Mindset, Skillset, and leveraging virtual resources with Employee and Leadership Development at the Tampa VA.

**Beau Williams, Employee and Leadership Development
Coordinator, James A. Haley VA Hospital & Clinics**



Raymond "Beau" Williams is an Employee and Leadership Development Coordinator for James A. Haley VA Hospital & Clinics in Tampa, FL. He coordinates Leadership Programs including Competency Development for Leaders in the 21st Century (CDL) for VISN and Stepping With PRIDE (PRIDE). Beau provides competency development, team building, leadership enhancement, customer service education, and new curriculum introduction. Beau enjoys coaching, educating, and supporting employee development programs. He is an active member of the EEO LGBT+ Committee at James A. Haley and has presented on LGBT+ patient care and services for James A. Haley VA, NASW, and St. Leo University. He enjoys collaborating with community agencies, advocating for social justice, working to increase access to care for all Veterans and developing programs and services for VA staff.

VETERANS PROGRAM

Opening Greeting



Harvey Johnson,
Deputy Assistant Secretary (ORMDI), Department of Veterans Affairs

Mr. Harvey Johnson serves as the Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion at the Department of Veterans Affairs. He serves as the principal advisor to the Secretary of Veterans Affairs and Assistant Secretary for Human Resources and Administration / Operations, Security and Preparedness for the Veterans Affairs. He provides executive leadership to the Office of Resolution Management, Diversity and Inclusion, the associated field offices and employees. In this capacity, he is responsible for formulating and implementing departmentwide policies and procedures to ensure the integrity, effectiveness, and impartiality of the complaint processing procedures within the Department of Veterans Affairs. Mr. Johnson is a seasoned executive leader in promoting race and gender equity, resolving conflict, building diverse and inclusive organizations, driving large scale organizational change, strategic planning and business transformation. Mr. Johnson joined the VA in November 2015. Previously he served as Director, Defense Travel Management Office where he led revolutionary transformation in travel policy, programs, contracts, and station and housing allowances for the Department of Defense (DoD). A native of Philadelphia PA, Mr. Johnson's career encompasses 33 years of service with the United States Army in the Infantry and Adjutant General Corps and as an executive with the Department of Defense and Department of Veterans Affairs.

Vivian T. Hutcon,
Senior Advisor for Pacific Strategy, Department of Veterans Affairs

Vivian Hutson serves as the Senior Advisor for Pacific Strategy at the Department of Veterans Affairs. Formerly she was the CEO and Medical Center Director for the Cincinnati VA Medical Center, a tertiary care teaching hospital serving Veterans in Ohio, Kentucky and Indiana. In 2016, she retired from the U.S. Army Medical Specialist Corps at the rank of Colonel, after 30 years of highly decorated service at numerous locations around the country and overseas. During that time, she was CEO and commander of two military treatment facilities, served as the senior U.S. Army medical leader in Japan, and worked in the Office of the Army Surgeon General as a senior policy analyst and later as Director for Strategic Outreach and Communications. She also completed fellowships with the U.S. Department of Health and Human Services and the American Dietetic Association, and an administrative residency at PacifiCare of Texas. She has received a MHA from Baylor University, a dual MA in Management and Human Resources Development from Webster University, and a BS in Nutrition from Cornell University. She is a Fellow of the American College of Healthcare Executives and has actively served on several national ACHE committees.



Lourdes Tiglao,
Director of the Center for Women Veterans, Department of Veterans Affairs

Lourdes Tiglao serves as primary advisor to the Secretary on Department policies, programs, and legislation that affect women Veterans. In addition, she oversees the Center's activities, which include monitoring and coordinating VA's administration of health care, benefits, services, and programs for women Veterans; serving as an advocate for cultural transformation (both within VA and in the general public) in recognizing the service and contributions of women Veterans and servicemembers; and raising awareness of the responsibility to treat women Veterans with dignity and respect. Prior to joining the Department of Veterans Affairs (VA), she was the Global Partnerships Manager at Airbnb's Open Homes (now Airbnb.org) program, overseeing a globally distributed team and a portfolio of 70+ nonprofit, private sector, and international aid agencies across six continents. She focused on strategy, standards and processes, and strategic partnerships both domestically and globally, while helping to lead the Veterans Employee Resource Group's (ERG) functional area in engagement. Her background traverses sectors in the military, federal, and nonprofit organizations, spanning over a decade in leadership roles as mentor, educator, and manager in the US Air Force (USAF) and the nonprofit environment across business, communications, and healthcare.

VETERANS PROGRAM

V1: Compassion Within

Ifeyinwa Ilechukwu,
Medical Officer, Department of Veterans Affairs

Dr. Ifeyinwa Ilechukwu is a Service Chief, for Physical Medicine and Rehabilitation Service at North Florida/South Georgia Veterans Health System. She has been a practicing Physiatrist in the Public and Private Sectors for many years. She performed the "Compassion Within" Meditation Series at North Florida/South Georgia Veterans Health System when patients and staff needed it the most. She believes in providing the best care possible to our veterans very single day. As a Healthcare Administrator, she also utilizes "Disruptive Innovation" within PM&RS, and has helped to grow the service and it's clinicians and administrators in order to help them become the best in their respective fields.



In 2019, the U.S. Department of Veterans Affairs established the National Artificial Intelligence Institute (NAII) to harness the power of artificial intelligence (AI) to improve the delivery of healthcare and benefits to our nation's Veterans through cutting-edge research and development (R&D). Join Dr. Michael J. Kim, NAII Chief of Staff, as he shares the NAII's mission, how the institute selects AI work and describes the practical application of AI through recent pilots at VA. Dr. Kim will also introduce the VA AI Strategy and explain how it sets the stage for the future of AI at VA.

V2: The Future of the VA Through Artificial Intelligence (AI)

Michael Kim,
Chief of Staff, VA National Artificial Intelligence Institute

Michael J. Kim, MD is the Chief of Staff for the National Artificial Intelligence Institute (NAII) at the U.S. Department of Veterans Affairs. Dr. Kim began his career with VA Long Beach Healthcare System (VALBHS) in 2012 as the Section Chief of Neuroradiology and then served as Chief of Imaging Healthcare Group from 2017 to 2019. Dr. Kim then served as Deputy Chief of Staff at VALBHS from 2019-2022. In addition to serving as NAII Chief of Staff, he is also appointed as the Chief Innovation Officer for the Applied Innovations & Medical Informatics (AIMI) Service Line at VALBHS. Dr. Kim also served as the COVID-19 Medical Technical Specialist Unit Leader in the VALBHS Incident Command Response. Dr. Kim received his B.S. in Biochemistry and Molecular Biology from the University of California – Santa Cruz, his Medical Doctorate from the Feinberg School of Medicine at Northwestern University, Diagnostic Radiology Residency at the University of California – Irvine, and Neuroradiology Fellowship at the Keck School of Medicine at the University of Southern California. Dr. Kim is board certified in Diagnostic Radiology, Neuroradiology, and Clinical Informatics and has received a variety of awards including, Intern of the Year, Teacher of the Year, and Best Healthcare Group Chief. Dr. Kim is passionate in process improvement and has a Lean Six Sigma Black Belt in Healthcare Management. Dr. Kim also served as a FAPAC Career Development Program Mentor in 2020-2021.



VETERANS PROGRAM

V3: The Power of Leaders and Effective Collaboration

“Everything rises and falls on leadership.” This quote from renown business leader and author John C. Maxwell (The 21 Irrefutable Laws of Leadership and Leadershift) highlights the importance of leadership to the overall success of an organization. In our session, we will discuss understanding your leadership purpose, growing your leadership presence, and collaborating as a leader.

Charles Tapp II,
Chief of Financial Officer, Veterans Benefits Administration

Charles Tapp II was appointed as the Chief Financial Officer (CFO) at the Veterans Benefits Administration (VBA) on April 28, 2019. As a key member of VBA’s Senior Leadership team, Charles provides expert advice and counsel in all financial management matters related to the \$157.6 billion budget. The budget supports operations for more than 25,300 employees focused on providing benefits and services to Veterans, Servicemembers, and their families in a way that honors their service to the Nation. He leads a team of 230 employees and is responsible for providing executive oversight and direction of VBA’s budget, finance, accounting, enterprise risk management, and fraud, waste, and abuse operations. Prior to returning to the Office of Financial Management, he served as the Deputy Executive Director of Operations in Compensation Service. He was responsible for leading 138 employees focused on training, quality, and business management in support of nearly 14,600 employees dedicated to processing disability compensation claims across VBA’s 56 Regional Offices. Before joining VBA in 2013, Charles spent seven years as a management consultant with Booz Allen Hamilton, where he led several teams responsible for delivering statistical, operations research, risk, and cost analysis support to clients in the Joint Staff, Air Force, Marine Corps, Coast Guard and NASA. From 1996-2006, Charles served in the US Air Force as a career Financial Management Officer. During his 10-year tenure, he developed innovative solutions for senior Air Force leaders in budget execution, cost analysis, and financial services at the Wing, Major Command, and Field Operating Agency levels, and deployed overseas in support of Operations Southern Watch and Iraqi Freedom.



V4: Rebirth

Aditya Arya,
Faculty Pain Management Opioid Safety and PDMP Coordinator, VA Hudson Valley

Aditya is a graduate of Pace University, where he received his Bachelors and Master’s in Nursing with a focus on Family Medicine. He also holds a Bachelors in Computer Science and a Masters in Telecommunications. Aditya has been serving our Veterans at the VA Hudson Valley, since 2015, where he served as a Primary Care Provider in the Home Based Primary Care Program. He subsequently joined the pain management team in 2019, revamping the pain program by reinstating pain management committee, developing new programs such as Pain Education, Battlefield Acupuncture, and assisting in the growth of the program. He has been an active participant in the VISN pain management committee and was a graduate of the Bridges to Leadership 2019 Cohort. He was part of the FAPAC Career Development Program in 2019 and mentored by Dr. David Omura, DPT, MHA, MS, Director/CEO Columbia VA Health Care System. Fun Fact: Aditya is a triathlete and is planning to participate in full distance and half distance Ironman races this year.



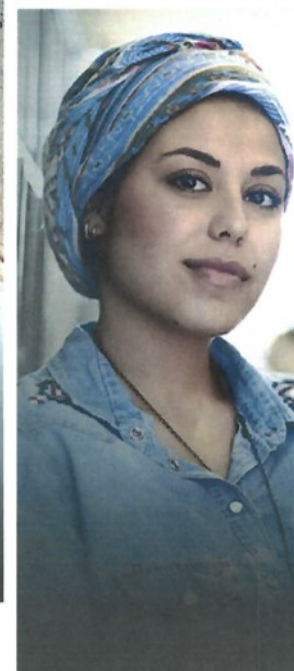
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