

Federal Asian Pacific American Council

FAPAC

38TH NATIONAL LEADERSHIP TRAINING PROGRAM

ADVANCING LEADERS
THROUGH OPPORTUNITY

MAY 8-11, 2023
LONG BEACH, CA

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Advancing Leaders Through **OPPORTUNITY**



May 8-11, 2023 The Westin Long Beach, CA



Federal Asian Pacific American Council

FAPAC

38th National Leadership Training Program

ADVANCING LEADERS THROUGH OPPORTUNITY

THEME

The theme this year is **Advancing Leaders through Opportunity** and emphasizes leadership through opportunities which allow individuals to grow, gain confidence and thrive. This engenders an inclusive environment; energizes and motivates teams; fosters increased creativity and cultivates a productive positive work culture. This year's theme is a continuation of the *Advancing Leaders* theme series which began in 2021. **Advancing Leaders Through Opportunity** further highlights FAPAC's efforts in advancing leaders in the Federal and DC government.

The theme of **Advancing Leaders Through Opportunity** is especially paramount now as the public sector has demonstrated its ability to successfully be agile and pivot workplace processes to achieve organizational goals throughout and after the pandemic. This dynamic has manifested noteworthy opportunities, which hinge on innovation, critical thinking, strategic leadership, and building great teams in furtherance of not only meeting, but exceeding department and agency goals in service to our Nation.

Through providing advancement opportunities, organizations can reduce the barriers to professional progression and consequently reduce employee turnover and increase satisfaction. A successful organization invests in its employees' professional development by providing opportunities that enable the employees to refine their skills and enhance their leadership abilities.

ABOUT FAPAC

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

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

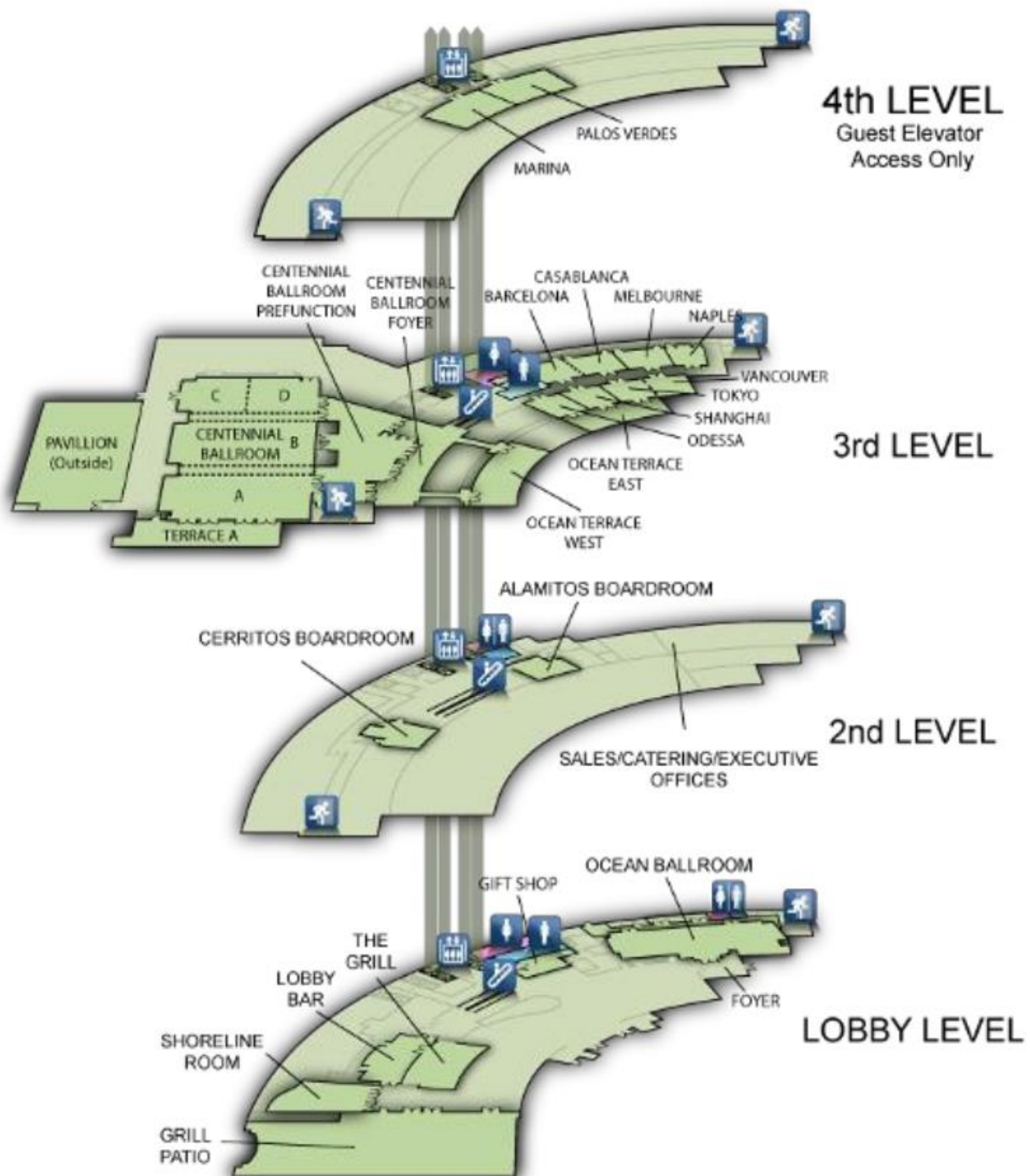
MISSION

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

VISION

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

FLOOR PLAN



GENERAL INFORMATION

	Monday, May 8, 2023	Tuesday May 9, 2023	Wednesday May 10, 2023	Thursday May 11, 2023
Registration Times	8:00 AM - 5:00 PM Westin Long Beach Lobby, 3rd Floor	8:00 AM - 5:00 PM Westin Long Beach Lobby, 3rd Floor	8:00 AM - 5:00 PM Westin Long Beach Lobby, 3rd Floor	8:00 AM - 5:00 PM Westin Long Beach Lobby, 3rd Floor
Exhibition Times	Setup	8:00 AM - 5:00 PM	8:00 AM - 5:00 PM	8:00 AM - 5:00 PM
Included Meals	Welcome Dinner	Agency Recognition Lunch and Networking	Uniformed Services Awards Luncheon	Civilian Awards & Scholarship Awards Banquet
Attire	Business Casual/ Cultural Wear	Business Casual	Military Dress Uniform/Business Casual	Business Formal/Black Tie Optional/Military Dress Uniform

BADGES: In an effort to enhance security, we ask all attendees to please wear your badge for the duration of the conference. Badges will be required for admission to sessions and refreshment functions at the Westin Long Beach. Your badge not only indicates that you are fully registered for the conference, but is also a courtesy to other registrants. If you have any issues with your name badges, please notify the Registration Office.

REGISTRATION: Registration fees exclude travel, accommodations, hotel costs, or pre-conference forums. These are separate from the main conference registration and must be purchased separately.

EXHIBITION: Please take time to visit the exhibit displays in the **SALON D** during the breaks and sessions. See the exhibitor listing for detailed information regarding our sponsors and exhibitors.

MEALS: Included in registration fees are the above listed meals.

ATTIRE: Dress during the conference is business casual. Be sure to dress in layers and carry a sweater as the temperature in the meeting rooms is difficult to regulate, and meeting rooms may be cold or warm. In addition, see the dress code for our events in the above table.

INTERNET ACCESS: Internet access is complimentary in the guest rooms for those staying on site at the Westin Long Beach hotel. Complimentary internet access is provided for the meeting rooms. Please visit the Registration Desk for more information.

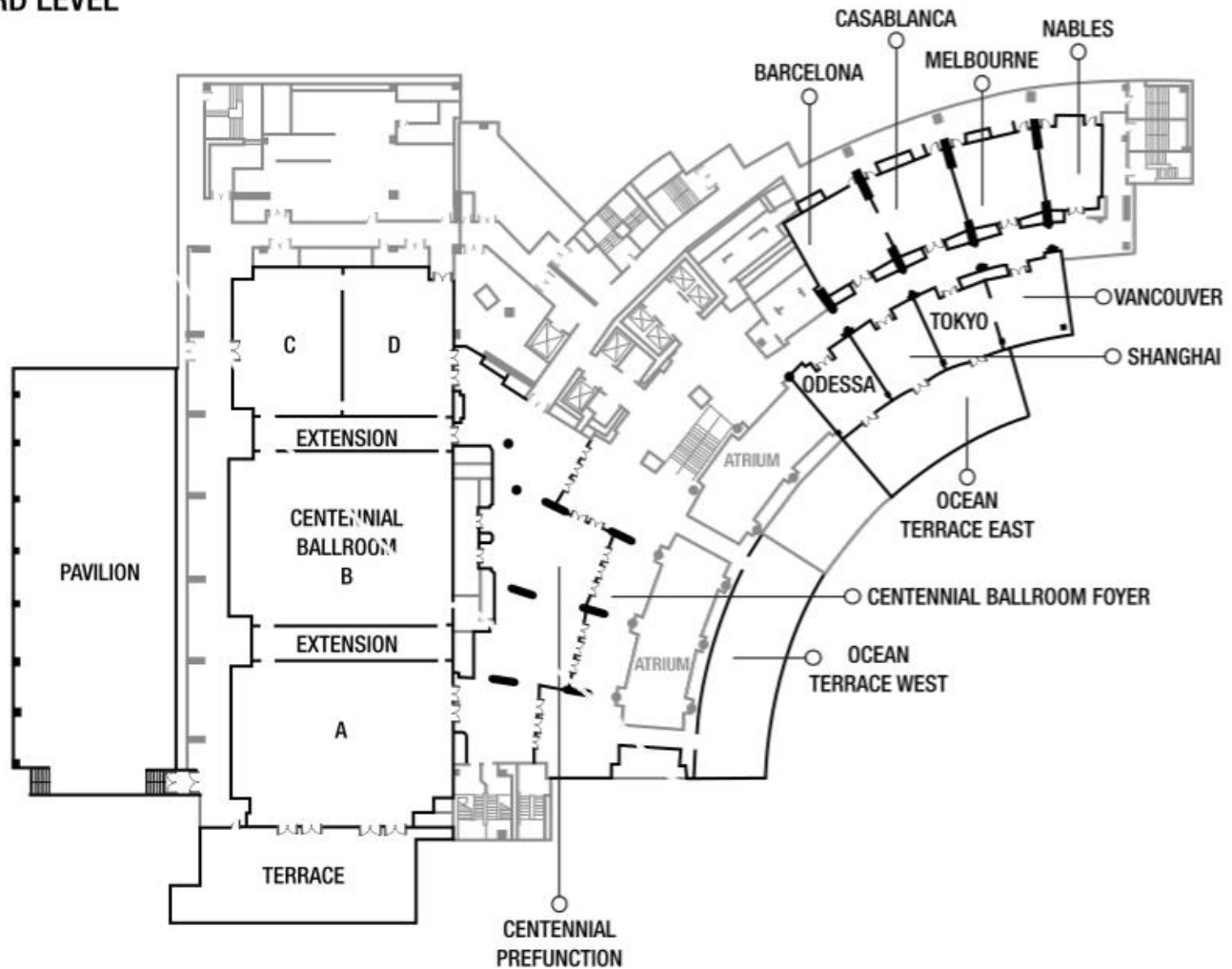
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LIABILITY: Neither the host venue nor the organizers can be held responsible for any personal injury, loss, damage to private property or additional expense incurred as a result of delays or changes in air, rail, sea, road or other services. All participants are encouraged to make their own arrangements for health and travel insurance.

PARKING: The Westin provides on-site parking for \$18 per night. Daily rate is \$15 and valet parking is \$38 a day.

MEETING ROOMS / AGENDA AT A GLANCE

THIRD LEVEL



MONDAY, MAY 8		
8:00AM - 5:00PM	REGISTRATION (CENTENNIAL FOYER)	3RD FLOOR
8:00AM - 5:00PM	EXHIBITOR SETUP	SALON D
5:00PM - 6:00PM	CHECK-IN FOR WELCOME DINNER	SALON A & B
6:00PM - 10:00PM	WELCOME DINNER (Business Casual/Cultural Wear) President's Remarks: Fahmida Chhipa , <i>President, FAPAC</i> Welcome Remarks: Piyachat Terrell , <i>EPA</i> Special Remarks: Rex Richardson , <i>Mayor of Long Beach</i> Special Remarks: Angela Biggs , <i>USDA</i> Keynote Speaker: Dr. Minh A. Nguyen , <i>FAA</i> Special Remarks: Hong V. Miller , <i>DOD</i> Closing Remarks: Peter Nguyen , <i>Immediate Past President, FAPAC</i>	



AGENDA AT A GLANCE

TUESDAY, MAY 9		
8:00AM - 5:00PM	REGISTRATION (CENTENNIAL FOYER) & EXHIBITS OPEN (SALON D)	3RD FLOOR
8:00AM - 5:00PM	EXECUTIVE PROFESSIONAL DEVELOPMENT SESSIONS (EXPD)	SALON C
9:00AM - 10:15AM	OPENING CEREMONY (Business Casual) President's Remarks: Fahmida Chhipa , <i>President, FAPAC</i> Opening Remarks: L'Tonya Davis , <i>USDA</i> Welcome Remarks: Bill Nelson , <i>NASA</i> Keynote Speaker: Vice-Admiral Andrew J. Tiongson , <i>USCG</i> Special Remarks: Thuy Ho , <i>DOJ</i> Closing Remarks: Linda Miller , <i>Past President, FAPAC</i>	SALONA & B
10:15AM - 10:30AM	BREAK - VISIT EXHIBITS	SALON D
10:30AM - 11:45AM	Special Emphasis Program Manager Training: SEPM - Role and Responsibilities Kara Merendo , <i>VA</i>	OCEAN BALLROOM
10:30AM - 11:45AM	WORKSHOPS SERIES ONE (SEE WORKSHOPS AT A GLANCE SECTION)	3RD FLOOR
11:45AM - 12:00PM	CHECK IN FOR AWARDS CEREMONY	SALONA & B
12:00PM - 1:15PM	AGENCY AND PARTNER RECOGNITION AWARDS CEREMONY (Business Casual) President's Remarks: Fahmida Chhipa , <i>President, FAPAC</i> Welcome Remarks: Administrator Michael Regan , <i>EPA</i> Keynote Speaker: Rear Admiral Andrew Sugimoto , <i>USCG</i> Special Remarks: Clarence Johnson , <i>DOD</i> Closing Remarks: Stephen Thom , <i>Past President, FAPAC</i>	SALONA & B
1:15PM - 1:30PM	AFTERNOON BREAK - VISIT EXHIBITS	SALON D
1:30PM - 2:30PM	P1. Plenary: Executive Presence - Asian Style: Leverage Context, Build Charisma Dr. Vu Pham , <i>Elevate</i>	SALONA & B
2:30PM - 2:45PM	BREAK - VISIT EXHIBITS	SALON D
2:45PM - 3:45PM	P2. Plenary: Expanding Possibilities Claudette Fernandez , <i>HUD</i> Jean Lin Pao , <i>HUD</i>	SALONA & B
2:45PM - 3:45PM	Special Emphasis Program Manager Training: Reasonable Accommodation Deputy Director Jeffrey Heinrichs , <i>VA</i>	OCEAN BALLROOM
3:45PM - 4:00PM	BREAK - VISIT EXHIBITS	SALON D
4:00PM - 5:00PM	P3. Plenary: Advancing as a Leader through DEIA Stephen Shih , <i>NASA</i>	SALONA & B
5:00PM - 6:00PM	GENERAL MEMBERSHIP MEETING	SALONA & B
7:00PM - 11:00PM	NETWORKING RECEPTION (Casual)	TBD



AGENDA AT A GLANCE

WEDNESDAY, MAY 10		
8:00AM - 5:00PM	REGISTRATION (CENTENNIAL FOYER) & EXHIBITS OPEN (SALON D)	3RD FLOOR
8:00AM - 5:00PM	EXECUTIVE PROFESSIONAL DEVELOPMENT SESSIONS (EXPD)	MARINA 420
9:00AM - 5:30PM	S1. Student Program (SEE STUDENT PROGRAMS SECTION)	SALON C & D
9:00AM - 10:00AM	P4. Plenary: Transformation through Leadership Development Tiffany Worthy, OPM	SALON A & B
10:00AM - 10:30AM	MORNING BREAK - VISIT EXHIBITS	SALON D
10:00AM - 12:00PM	Special Emphasis Program Manager Training: UNCONSCIOUS BIAS FOR SEPMS KERIMA COLLIER, VA SHERLANDA THOMAS, VA	OCEAN BALLROOM
10:30AM - 11:45AM	WORKSHOPS SERIES TWO (SEE WORKSHOPS AT A GLANCE SECTION)	3RD FLOOR
11:45AM - 12:00PM	CHECK-IN FOR CEREMONY LUNCHEON	SALON A & B
12:00PM - 1:15PM	UNIFORMED SERVICES AWARDS CEREMONY LUNCHEON (Military Dress Uniform, Business Formal) President's Remarks: Fahmida Chhipa, President, FAPAC Welcome Remarks: Gilbert R. Cisneros, DOD Keynote Speaker: Clarence Johnson, DOD Special Remarks: Mario Diaz, DOD Closing Remarks: Olivia Adrian, Past President, FAPAC	
1:15PM - 1:30PM	BREAK - VISIT EXHIBITS	SALON D
1:30PM - 3:00PM	WORKSHOPS SERIES THREE (SEE WORKSHOPS AT A GLANCE SECTION)	3RD FLOOR
1:30PM - 5:00PM	V1. Veterans Program (SEE VETERANS PROGRAMS SECTION)	PALOS VERDES/430
3:00PM - 3:30PM	AFTERNOON BREAK - VISIT EXHIBITS	SALON D
3:30PM - 4:30PM	P5. Plenary: Senior Officers Forum Welcome Remarks: Clarence Johnson, DOD Captain Taylor Lam, USCG Rear Admiral Robert C. Nowakowski, NAVY Major General Andrew J. Juknelis, ARMY Colonel Karin L. Watson, ARMY	SALON A & B
6:00PM - 9:00PM	Dinner on Your Own	



AGENDA AT A GLANCE

THURSDAY, MAY 11		
8:00AM - 5:00PM	REGISTRATION (CENTENNIAL FOYER) & EXHIBITS OPEN (SALON D)	3RD FLOOR
8:00AM - 5:00PM	EXECUTIVE PROFESSIONAL DEVELOPMENT SESSIONS (EXPD)	SALON C
9:00AM - 10:00AM	P6. Plenary: Executive Women's Leadership Forum Dr. Ngozi Butler-Guerrier, NOAA Rear Admiral Shoshana Chatfield, U.S. Naval War College Katelyn Choe, DOS Thuy Ho, DOJ Jane Nishida, EPA	SALON A & B
10:00AM - 10:30AM	MORNING BREAK - VISIT EXHIBITS	SALON D
10:00AM - 12:00PM	Special Emphasis Program Manager Training: Barrier Analysis for SEPMs Kerima Collier, VA	OCEAN BALLROOM
10:30AM - 11:45AM	WORKSHOPS SERIES FOUR (SEE WORKSHOPS AT A GLANCE SECTION)	3RD FLOOR
11:45AM - 12:45PM	Lunch on Your Own	
12:45PM - 1:45PM	P7. Plenary: Make the Invisible, Visible Khuyen Tran, IC Karyne Williams, IC	SALON A & B
1:45PM - 2:00PM	BREAK - VISIT EXHIBITS	SALON D
2:00PM - 3:00PM	P8. Plenary: U.S. Coast Guard Command Senior Chief Malia Chasteen, USCG Captain Taylor Lam, USCG Commander Rhianna Macon, USCG	SALON A & B
3:00PM - 3:15PM	AFTERNOON BREAK - VISIT EXHIBITS	SALON D
3:15PM - 4:30PM	WORKSHOPS SERIES FIVE (SEE WORKSHOPS AT A GLANCE SECTION)	3RD FLOOR
6:00PM - 9:00PM	CIVILIAN AWARDS AND SCHOLARSHIP DINNER CEREMONY (Black Tie Optional) President's Remarks: Fahmida Chhipa , President, FAPAC Opening Remarks: Sanah Baig , USDA Welcome Remarks: Dr. Ngozi Butler-Guerrier , NOAA Keynote Speaker: Jane Nishida , EPA Special Remarks: Katelyn Choe , DOS Closing Remarks: Farook Sait , Past President, FAPAC	SALON A & B



WORKSHOPS AT A GLANCE

WORKSHOP: SERIES 1

TUESDAY, MAY 9, 2023

ROOM	BARCELONA	TOKYO	MELBOURNE	SHANGHAI
TRACK:	BREAKOUT 1: MILITARY	BREAKOUT 2: D&I/HR/EEO	BREAKOUT 3: CAREER DEVELOPMENT	BREAKOUT 4: PERSONAL DEVELOPMENT
10:30-11:45 AM	A1. Army Opportunities Major Victor Shen LA SORD, DOD CPT Di Sang USC Army ROTC APMS CPT Daniel Kim USC Army ROTC APMS	B1: Activate DEIA Kay K. Een Chief Diversity and Inclusion Officer, NCIS Diversity and Inclusion Program Office, DOD	C1: Collective Influence;, Reimagining Influence, Collaboratively and Strategically Minh A. Nguyen, Ph.D. Executive Director, Office of Strategic Management, FAA Vu Pham, Ph.D. CEO, Spectrum	D1: Advancing Leaders Through Networking Opportunities Cynthia D. Dunn Director of the Office of Equity, Diversity and Inclusion, Tax Exempt and Government Entities, IRS

WORKSHOP: SERIES 2

WEDNESDAY, MAY 10, 2023

ROOM	BARCELONA	TOKYO	MELBOURNE	SHANGHAI
10:30-11:45 AM	A2: Leading As A Mentor - Mentorship is Leadership Sabrina Dalton Director of Programs, Military Mentors	B2: Everything You Need to Know about Presidential Executive Orders around DEIA – 101 Cynthia D. Dunn Director of the Office of Equity, Diversity and Inclusion, Tax Exempt and	C2: Leveraging DEI&A to Empower Organizational Competitive Advantage Robert M. Baggett Special Agent-in-Charge, Office of Inspector General, USDA	D2: Amplifying Your Voice Nicole Kodama Vice President & B-2 Program Manager, Strike, Northrop Grumman Aeronautics Systems

WORKSHOP: SERIES 3

WEDNESDAY, MAY 10, 2023

ROOM	BARCELONA	TOKYO	MELBOURNE	SHANGHAI
1:30-3:00 PM	A3. Army Mentorship Major Victor Shen LA SORD, DoD CPT Di Sang , USC Army ROTC APMS CPT Daniel Kim , USC Army ROTC APMS	B3. Cross Generational Communications: How Can All Five Generations Work Together Effectively? Cynthia D. Dunn Director, Office of Equity, Diversity and Inclusion, Tax Exempt and Government Entities, IRS	C3. Drivers vs Drainers Joy B. Reiff Education & Training Specialist, Division of Manufacturers Assistance and Training Office of Communication, Outreach and Development, Center for Biologics Evaluation and Research, FDA	D3. Financial Literacy and Healthcare Wellness 3.0 Steve Niu Chief Actuary, OPM

WORKSHOPS AT A GLANCE

WORKSHOP: SERIES 4				THURSDAY, MAY 11, 2023
ROOM	BARCELONA	TOKYO	MELBOURNE	SHANGHAI
TRACK:	BREAKOUT 1: MILITARY	BREAKOUT 2: D&I/HR/EEO	BREAKOUT 3: CAREER DEVELOPMENT	BREAKOUT 4: PERSONAL DEVELOPMENT
10:30-11:45 AM	A4: The Right Risks Lead to the Right Opportunities in Transition Haney Hong President & CEO, San Diego County Taxpayers Association	B4: EEOC: Introduction to the EEO Role Marcus L. Artis, MPA Outreach and Education Coordinator, Office of Federal Operations, Federal Sector Programs, Outreach, Training and Engagement Division, EEOC	C4: My Career in the FBI: The Voice of One SES FBI Agent Stacey Moy Special Agent in Charge, FBI	D4. The Mike Mansfield Fellowship - One Year Will Advance Your Career Ian Morrison IMET Pacific Region Integrated Services Meteorologist Mansfield Fellow, NOAA

WORKSHOP: SERIES 5				THURSDAY, MAY 11, 2023
ROOM	BARCELONA	TOKYO	MELBOURNE	SHANGHAI
3:15-4:30 PM	A5: Military Transition: Are you ready? Xyrone Ocampo (Retired Navy), Booz Allen Hamilton	B5: DEI Best Practice – Trends and lessons learned across sectors and industries MyMy Lu Director, Global Diversity & Inclusion, Thermo Fisher Scientific.	C5: Relationship Stewardship: The Science of Managing Up Roy Donelson Chief Executive, Raytheon MENA Vu Pham, Ph.D. CEO, Spectrum	D5: Growing Opportunity by Increasing Our Power Up Ruth Back Unit Chief of the Human Resources Division,, Talent Acquisition and Placement Section, FBI

SPECIAL EMPHASIS PROGRAM MANAGER			OCEAN BALLROOM
TUE MAY 9, 2023 10:30 AM—11:45 AM	TUE, MAY 9, 2023 2:45 PM—3:45 PM	WED MAY 10, 2023 10:00 AM—12:00 PM	THU, MAY 11, 2023 10:00 AM—12:00 PM
Special Emphasis Program Manager- Role and Responsibilities Kara Merendo Director, VHA Equal Employment Opportunity/ Affirmative Employment Office	Reasonable Accommodation Jeffrey Heinrichs Deputy Director, VA	Unconscious Bias for SEPMs Kerima Collier, VA Sherlanda Thomas, VA	Barrier Analysis for SEPM's Kerima Collier, VA



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PARTNERS

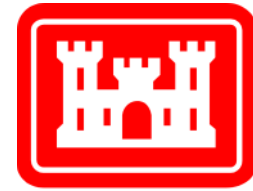
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White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI)	

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PRESIDENT'S MESSAGE

On behalf of the Federal Asian Pacific American Council (FAPAC), it is with immense pleasure that I extend a warm and heartfelt welcome to each and every one of you to the FAPAC's **38th National Leadership Training Program (NLTP)**. This event has been meticulously designed with your professional development in mind, and we are thrilled to have you join us for this enriching and transformative experience.

In conjunction with the celebration of the Asian American, Pacific Islander, and Native Hawai'ian (AANHPI) Heritage Month celebration in May, the NLTP is a significant event for our organization, as it brings together professionals from various fields and backgrounds to exchange ideas, share knowledge, and further enhance our skills. It is a time when we come together as a community of experts, eager to learn, grow, and collectively contribute towards our mission of excellence.

FAPAC releases the annual AANHPI Heritage Month theme and this year's theme is ***Advancing Leaders Through Opportunity***. The theme focuses on promoting the development of AANHPIs in the federal government in the specific areas of leadership, diversity, equity, inclusion, and accessibility. At the NLTP, we will be hearing senior government officials share their perspective and insights related to this year's theme.

In addition to the extensive learning opportunities, this event also presents a unique chance to network and build meaningful connections with fellow professionals. I encourage each of you to take advantage of the networking opportunities available and engage in conversations, share your perspectives, and forge collaborations that can benefit not only your individual careers but also you as an individual.

I would like to express my gratitude to the organizing committee, our sponsors, and our dedicated team for their unwavering efforts in putting together this event. Without their hard work and commitment, this training would not have been possible.

As we embark on this journey of learning and growth, I urge you all to approach each session with an open mind, a willingness to learn, and a spirit of collaboration. Let us make the most of this opportunity to expand our knowledge, sharpen our skills, and return to our respective roles with renewed inspiration and motivation.

Once again, a warm welcome to each and every one of you. I look forward to meeting and interacting with each one of you personally during the course of this training event. Together, let us make this annual training a resounding success and continue to strive for excellence in our professional endeavors.

Warmest Regards,

Jahmida Chhipa



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**Federal Asian Pacific American Council
38th National Leadership
Training Program**



WHO WE ARE

EPA's mission is to protect human health and the environment. We work to ensure people and communities have clean air, land, and water. Our national efforts reduce environmental risks that are based on the best available scientific information. Environmental stewardship is integral to U.S. policies concerning natural resources, human health, energy, transportation, agriculture, industry, environmental justice, climate change, and international trade, and these factors are similarly considered in establishing environmental policy.

EPA FAPAC PLANNING COMMITTEE:

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Kerry Drake	Christina Robichaud
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WHAT WE DO

- 1 **Advance Environmental Justice and Civil Rights**
- 2 **Enforce Environmental Laws and Ensure Compliance**
- 3 **Ensure Safety of Chemicals for People in the Environment**
- 4 **Tackle Climate Change to Protect the Health and Safety of Revitalized Communities**

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Janet G. McCabe, Deputy Administrator



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CONFERENCE CHAIR'S MESSAGE

On behalf of the FAPAC Conference Committee, Officers, Volunteers and Partners, we welcome you to the 38th National Leadership Training Program in Long Beach.

This year's theme is ***Advancing Leaders Through Opportunity***. 2023 is the third year of the “*Advancing Leaders*” series, which began in 2021. Opportunity is the gateway by which individuals evolve to become strong leaders. Opportunity brings adversity and achievement. Opportunity develops leaders, broadening their skill sets. When we create opportunities for individuals to grow and become the leaders they aspire to be, teamwork and collaboration are strengthened. Organizations and communities are able to flourish.

As this year's Conference Chairs, we bring you a dynamic and robust program with various speakers who will inspire and empower federal employees, especially the Asian American, Native Hawaiian and Pacific Islander demographic (AANHPI). Providing leaders with the opportunity to further their personal and professional development is what compels FAPAC's committed volunteers, supporters, sponsors, partners, presenters, and committee members to create a strong program for attendees this year. The countless hours our hardworking volunteers contributed to building the 38th National Leadership Training Program doesn't go unnoticed. We thank every volunteer for being part of another successful effort. This year, like every year, FAPAC grows and gathers talented volunteers from various federal agencies.

FAPAC would like to thank senior agency leaders, military dignitaries, and civic leaders, for making time in their busy schedules to support this year's program.

FAPAC is deeply grateful for support from our long-standing agency partners including the **EEOC, OPM, the Intelligence Community, NOAA, FAA, FDA, DOD, DOE, DOI, NASA, USDA, DOT, DOJ, FBI, NIH, VA, USCG, Treasury** and many others. FAPAC is also thankful for the years of support from our corporate partners **Blue Cross Blue Shield, GEHA, Fed Advantage, Aetna** and countless others. FAPAC relies on and is grateful for long-term partnerships, built and cultivated over many years.

Finally, we would like to thank all of you, our attendees, for your willingness to participate in this post COVID-19 National Leadership Training Program. We appreciate your resilience and adaptability which speaks to the strength of our various communities. Together, we build opportunities to advance everyone.

Sincerely,

Katherine Toth

Katherine Toth
Conference Chair



*Mary Allen Austria
Lausman*

Mary Allen Austria Lausman
Conference Co Chair



NATIONAL BOARD OF DIRECTORS



PRESIDENT

FAHMIDA CHHIPA (USDA)

Ms. Fahmida Chhipa is currently an Equal Employment Opportunity (EEO) Specialist at the Department of Agriculture's (USDA) National Agricultural Statistics Service (NASS). She manages and guides all Special Emphasis Programs (SEP) Managers, conducts Civil Rights Assessments and compliance reviews, and organizes EEO/Civil Rights, DEIA, SEP, and Leadership training at NASS. Additionally, Ms. Chhipa contributes to the USDA Working Groups for DEIA Initiative, FEVS, and Employee Health & Wellness. Ms. Chhipa studied Biology at George Mason University but has interestingly landed her career in the Civil Rights area. She is completing her studies in Business Administration with a focus on Human Resource Management. Ms. Chhipa has received her D&I Certification from eCornell University, Workplace Mediation Certificate from The ADR Academy, and SEPM Certification from the DEOMI.



VICE PRESIDENT

ROBERT BAGGETT (USDA)

Robert M. Baggett is the Special Agent-in-Charge for USDA OIG's Investigations Liaison and Special Operations Division. During his 22 years of public service, he has held various positions with local, state, and federal government agencies to include the State Department's Foreign Service where he has served in China, Vietnam, and Iraq. Robert was a founding member and Chapter President of the FAPAC NORCAL Chapter and served two terms before being elected Region 4 Director. Robert is a published Adjunct Professor who has taught undergraduate and graduate-level courses in law, public administration, general education, and criminal justice and is also an international speaker on investigative techniques, leadership, strategic planning, and career development. He possesses graduate degrees in Law, Public Administration, Curriculum and Instruction, Criminal Justice, and Strategic Studies (Senior Service College Graduate - U.S. Army War College).



VICE PRESIDENT FOR OPERATIONS

MARY ALLEN LAUSMAN (VA)

Mary Allen Austria Lausman is Diversity and Inclusion Specialist for the Pennsylvania National Guard. She was a Healthcare Administrator at the VA for almost 20 years before transitioning to the DoD in January 2023. She has been in DEIA, as a volunteer since April 2012. Ms. Lausman is a Two-Time VA Secretary's Diversity and Inclusion Excellence Award Winner for the Team Category in 2014 and the Supervisor/Manager Category for 2017. Ms. Lausman is a DEIA Generalist, and has supported Different Abled Individuals, BIPOC, Women, LGBTQ+, Veterans and Now Military Service Members. Her philosophy for DEIA is that if you can bring individuals to the table, and meet them where they are, great work can always be done together. Ms. Lausman is most thankful for her husband Zach, her son Chalid Allen, and her family and friends.



VICE PRESIDENT FOR FINANCIAL MANAGEMENT

KEVIN 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 PRES. FOR TECHNOLOGY & MEDIA COMMUNICATION

THONG VU (FAA)

Thong Vu is serving as a webmaster/SharePoint design engineer for Investment Process Management (IPM) Division at Federal Aviation Administration (FAA). He has over 15 years of engineering and managing projects. Thong leads the FAPAC web team to execute all web-based content updates and to perform graphic design work for website and web applications. In addition, Thong has been an official photographer for FAPAC since 2014.

NATIONAL BOARD OF DIRECTORS



EXECUTIVE SECRETARY

NGOC-HAN "MARY JO" MARLOW (DOJ)

Ngoc-Han "Mary Jo" Marlow is a Management and Program Analyst with the FBI where her primary duties include financial management of her section's budget and serving as a Contracting Officer's Representative. She is currently the Executive Secretary of FAPAC's National Board of Directors. She has served as President of the FAPAC-FBI Chapter and Co-Chair of the Sponsorship Committee. She coordinated and managed the Student Program Information Session for the 2022 NLTP and assists the Community Outreach Committee. Outside of her FAPAC duties, she is an Executive Council Representative for DOJ's Pan Asia Board, the Special Emphasis Coordinator for her FBI division's AANHPI Program, and a prior Chair of the FBI's Asian Pacific American Advisory Committee (one of the FBI's Diversity Advisory Committees). She also serves as a mentor for the FBI's Cross-Cultural Mentorship Program and for her FBI division's Mentoring Program.



TREASURER

BARBARA HOLSTON (DCSA)

Barbara Holston is the Chief of Staff, Counterintelligence & Insider Threat Directorate, Defense Counterintelligence & Security Agency (DCSA) at Quantico, VA. She has over 20 years of program management and budget analysis experience. 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 has previously served as FAPAC's Executive Secretary and the National Leadership Training Program Conference Chair. She is a proud military spouse, mom of 2 boys, and resides in Northern Virginia.



REGION 3 DIRECTOR

LIEN MOORE (NASA)

Lien Moore is a Senior Systems Engineer at the National Aeronautics and Space Administration (NASA). In her current role, she serves as the Integrated Avionics & Software Subject Matter Expert (SME) in the Human Landing System Program Office. Ms. Moore is a strong supporter of the AANHPI community at NASA & FAPAC. She formed the AANHPI Employee Resource Group (ERG) at Kennedy Space Center in 2010, and established another AANHPI ERG at Marshall Space Flight Center in 2022. Lien Moore is a key contributor to the FAPAC NLTP 2019 and is instrumental in the development of the FAPAC NASA Chapter. She is serving her second term as FAPAC Regional 3 Director.



REGION 4 DIRECTOR

JASMEER BASI (USDA)

"Jasmeer "Jaz" Basi started her career at the U.S. Department of Labor as a Wage and Hour Investigator. In her last position, she served as Commissioner with Federal Mediation and Conciliation service and helped parties negotiate labor disputes, and she currently works as the USDA Food and Nutrition Services. Jasmeer specializes in managing Labor and Employment relations issues. Jasmeer received her B.A. from the U.C. Davis in Political Science and has a M.A. from University of San Francisco in Organization & Leadership. Also passionate about learning and facilitation, Jasmeer possesses a doctorate from Gwynedd Mercy University in Higher Education. Jasmeer strongly believes in strengthening bonds of community through acts of service. With this spirit, she was involved in starting the first FAPAC NORCAL chapter, and subsequently served as its Secretary/President.



REGION 5 DIRECTOR

BHARATIBEN JAMRO (VA)

Bharati Jamro is the virtual case manager at the James A. Haley Veterans' Hospital (JAHVH). Prior to this, she was also employed as a polytrauma case manager, social worker in SCI services, general rehab, and medicine services. She has been employed at JAHVH since 2005. Mrs. Jamro attended University of South Florida and the University of Florida and received a degree in Social Work and Sociology. Some of her accomplishments include Special Emphasis Program Manager for Asian Pacific Islander; PRIDE mentor; Green Belt certified; and At-Large Member to the JAHVH Integrated Ethics Council.



NATIONAL BOARD OF DIRECTORS



PAST PRESIDENT

Peter 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. Currently, he serves as the senior manager for the Finance & Management Organization at the FAA. He is responsible for managing the Information Technology section supporting various agency level investment decision processes and committees. Since joining 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 as president of FAPAC, he 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 FAPAC.

PETER NGUYEN (FAA)



AUDITOR (NOT PART OF NBOD)

Employed at NASA Goddard Space Flight Center (GSFC) in Greenbelt, Maryland since October 1989. He currently serves as an Equal Employment Opportunity (EEO) Specialist, and also as the Special Emphasis Program Manager for Asian Americans and Pacific Islanders (AAPI) since 2002 in the Equal Opportunity Programs Office. He manages the Center's Asian American and Pacific Islander (AAPI) Program, focusing on the recruitment, placement, development, advancement and retention of Asian American and Pacific Islander employees. Prior, he was an Aerospace Engineer, and a mechanical designer.

GERALD TIQUI (NASA)





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NATIONAL BOARD OF OPERATIONS

PROGRAM COMMITTEE CHAIR

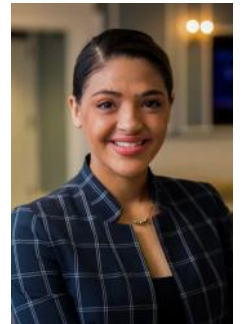
Dr. Cailine (Kay) Kim serves as a Case Manager at the Vocational Rehabilitation Therapy (VRT) Section in the VA Long Beach Healthcare System (VALBHS) providing and coordinating a wide range of rehabilitation therapy, counseling, and case management services to all eligible inpatient and outpatient veterans for last 10 years. She also serves as a chair of Employee Engagement Committee (EEC), co-chair of Diversity and Inclusion Counsel D&I, and Asian American Pacific Islander Special Emphasis Program Manager (AAPI SEPM) in VALBHS to increase awareness of diverse work environment and achieve and sustain an inclusive workplace. She also serves as a liaison to develop collaborative relationship with Federal, State, local government agencies, various veterans' organizations, schools, and local community organizations for veterans to establish and maintain cooperative working relationship.



CAILINE KIM (VA)

PUBLIC RELATIONS COMMITTEE CO-CHAIR

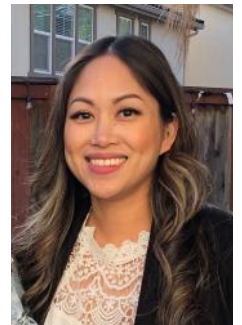
Danielle Cloos was born in Asheville, North Carolina. She has also lived and worked in Australia and the Philippines, where her mom is originally from. Danielle finished her BSc degree in Exercise Science in 2016 and her Master of Public Health degree in Global Health in the Spring of 2019. As a health professional, Danielle is passionate about health education and health program development and management. Additionally, the population she is most focused include vulnerable and marginalized populations, domestic and international. Coming from a versatile work background, Danielle is skilled in federal budget execution/formulation, workplace mediation, business development, data analysis, cultural competency, photography, and graphic design.



DANIELLE CLOOS (DHS)

PUBLIC RELATIONS COMMITTEE CO-CHAIR

Christine Salcedo is serving her second year in the Public Relations Committee for the Federal Asian Pacific American Council. She has served over 8 years with the U.S. Army, and continues to serve those who have served with the Veterans Health Administration. Aside from being a Health System Specialist for the Deputy Directors Office, she also serves as the Asian American Native Hawaiian Pacific Island Special Emphasis Program Manager at the VA Palo Alto Health Care System.



CHRISTINE SALCEDO (VA)

NOMINATION & ELECTION COMMITTEE

Mr. Tat Shum has 26 years of experience in law enforcement and community services including his local and state government experience in Pennsylvania. He began his career in federal law enforcement for the United States government as a Criminal Investigator in 1999. He has served in many pivotal leadership positions and received many meritorious volunteer leadership awards throughout his distinguished career. In addition to Federal Asian Pacific American Council (FAPAC), he is a member of the International Association of Bomb Technicians and Investigators (IABTI), Federal Law Enforcement Officers Association (FLEOA) and the Fraternal Order of Police (FOP). He has served in various volunteer leadership positions for FAPAC during the last ten years. He is the current Chair of the national Nomination and Election Committee (NEC).



TAT SHUM (DOJ)

WEBMASTER COMMITTEE CHAIR

Dr. Barbara Jackson is the Deputy CIO for IT Strategy, Policy & Governance 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 FAPAC DoD Chapter Auditor and Webmaster, and the FAPAC National Webmaster Committee Chair.



BARBARA JACKSON (DOD)

NATIONAL BOARD OF OPERATIONS

MEMBERSHIP COMMITTEE CHAIR

THANH TRANG (FAA)

Thanh Trang is a general/ safety engineer at the Federal Aviation Administration (FAA). He has coordinated the development of safety standards and performed system engineering analysis and have experience working in Air Traffic Safety Oversight Service (AOV), Air Traffic Organization (ATO) within the FAA relates to Safety Management System (SMS) programs for over ten years at the FAA Headquarter in Washington DC. He was an Electronics Engineer/Instructor, course development, course manager, and a temporary section manager at the FAA Academy in Oklahoma City. He is passionate about assessing safety criteria for Unmanned Aircraft System (UAS) or Drones for the development of standards and supporting the its safe integration to the national airspace.



MEMBERSHIP COMMITTEE CO-CHAIR

RITA LEE (FAA)

Rita Lee is a Senior Recruiter in the Corporate Engagement Office, Human Capital Programs Division. Rita has over 15 years of hands-on experience in all aspects of Human Resources and Operations Management specializing in Full-cycle Recruitment, Employee Relations, Compliance, and Benefits Administration in both corporate and agency industries. At FAA, Rita works with LOBS and SO to source talent for pending vacancies. She develops and maintains a robust and diverse pipeline of top talent for professional positions to meet FAA's evolving workforce needs while innovating employer branding strategies that promote FAA as an employer of choice. Rita is a certified Professional Recruiter, Diversity & Inclusion Recruiter and Military Veteran Recruiter.



CHAPTER COMMITTEE CHAIR

RUIQING PAMBOUKIAN (FDA)

Dr. Pamboukian is a Food Safety Regulatory Scientist and Program Manager at the US Food and Drug Administration, Office of Regulatory Affair, Office of Regulatory Science. Her leaderships include developing and leading the FDA/State laboratory accreditation program to promote laboratory accreditation for state regulatory food/feed testing laboratories and working with the Food Emergency Response Network (FERN) (~160 food testing laboratories in the network) to enhance the analytical capability of national food/feed testing laboratories. She serves our nation as a US Public Health Service Commissioned Corps officer. She has played several leadership roles in multiple committees within the corps including serving two terms of voting member and being executive member of the Asian Pacific American Officers Committee.



CHAPTER COMMITTEE CO-CHAIR

JOY REIFF (FDA)

Joy Bulosan Reiff is an Education and Training Specialist at the US Food and Drug Administration, Center of Biologics Evaluation and Research (CBER). Joy is a certified Emotional Intelligence and DRiV trainer and coach. She received her Master of Business Administration with a concentration in Healthcare Administration from Lebanon Valley College in Pennsylvania and her Bachelor of Science in Education with a major in Business Education and minor in Business Information Systems from Bloomsburg University in Pennsylvania. Her instructional experience includes teaching Business Education to students Kindergarten to 12th grade, training people with disabilities on vocational and life skills, and instructing adults on Veterans Affairs structure, policies, VA benefits, health care, and eligibility. Currently, she is an e-Learning designer, Online Training Manager, and LMS Administrator.



CHAPTER COMMITTEE CO-CHAIR

YOON KONG (FDA)

Commander Kong is currently stationed as a Regulatory Officer in the Office of Regulatory Affairs, Office of Import Operations, Division of West Coast Imports. She served as a voting member of the Asian Pacific American Officers Committee (APAOC), administered under the Office of Surgeon General of the U.S. Public Health Service Commissioned Corps, from 2016 to 2021. Also, as a licensed pharmacist, she serves as a Non-Empaneled Medical Officer 15th Medical Group - Joint Base Pearl Harbor-Hickam Pharmacy to practice and enhance her clinical skills by working along DoD employees and sister service members. With an interest in learning about federal contracts, she is currently on track to complete her Master of Science degree in Acquisition & Contract Management graduate program by the Spring 2023.



NATIONAL BOARD OF OPERATIONS

CONFERENCE COMMITTEE CHAIR

KATHERINE TOTH (FAPAC)

Katherine Toth has facilitated Diversity and Inclusion Dialogues for several years. She has previously served as Chapter Committee Chair, Community Outreach Chair, and Conference CoChair. She was the chartering President for FAPAC-OPM chapter in 2018 and FAPAC-DOD chapter in 2020. She also completed FAPAC's Career Development Program and Leadership Shadowing Program.



CONFERENCE COMMITTEE CO-CHAIR

MARY ALLEN LAUSMAN (VBA)

Mary Allen Austria Lausman is Diversity and Inclusion Specialist for the Pennsylvania National Guard. She was a Healthcare Administrator at the VA for almost 20 years before transitioning to the DoD in January 2023. She has been in DEIA, as a volunteer since April 2012. Ms. Lausman is a Two-Time VA Secretary's Diversity and Inclusion Excellence Award Winner for the Team Category in 2014 and the Supervisor/Manager Category for 2017. Ms. Lausman is a DEIA Generalist, and has supported Different Abled Individuals, BIPOC, Women, LGBTQ+, Veterans and Now Military Service Members. Her philosophy for DEIA is that if you can bring individuals to the table, and meet them where they are, great work can always be done together. Ms. Lausman is most thankful for her husband Zach, her son Chalid Allen, and her family and friends.



CONSTITUTION & BYLAWS COMMITTEE CHAIR

OLIVIA ADRIAN (FAPAC)

Ms. Adrian served as the FAPAC President from Oct 1, 2016 through Sep 30, 2020. Previously, she served as the FAPAC Vice President, FAPAC Executive Board, and Committee Chairs. She recently retired from the Department of the Interior in December 2022, serving as Supervisory Senior Program Manager, Deputy Chief, Section Chief and Team Lead. She has been recognized for her many accomplishments in her federal service positions and as a leader in the Asian-American community. She earned her Master of Public Administration from Troy State University, and completed the US Air Force Squadron Officer's School at Maxwell Air Force Base. She was the only civilian female Asian-American graduated from her flight.



ETHICS COMMITTEE CHAIR

WILLIAM GRAHAM (DOD)

Mr. William Y. Graham currently serves as Chief of the Office of the Secretary of Defense Insider Threat Hub, within the Threat Management Directorate, of the Pentagon Force Protection Agency. Prior to assuming his current position, Mr. Graham worked at Exiger Federal Solutions as one of the program managers on the counterintelligence account. Exiger served several DoD and other government agencies and provided software and analytical services for the supply chain mapping and risks. Mr. Graham previously served in the United States Air Force as a Special Agent in the Air Force Office of Special Investigations for 15 years. He conducted and led criminal and counterintelligence investigations and operations, and supported over four years of deployments throughout the Middle East and Asia.



AWARDS COMMITTEE CHAIR

SETH VARAYON (DOD)

MAJ Seth T. Varayon is an Active Duty, Army Information Operations Officer. He currently serves as a Strategist in the Army Talent Management Task Force at the Pentagon. He is married and has three children.

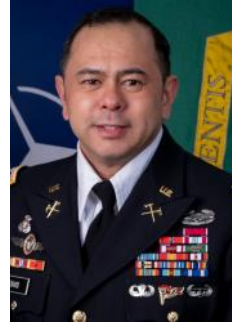


NATIONAL BOARD OF OPERATIONS

AWARDS COMMITTEE CO-CHAIR

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.

ARNEL DAVID (DOD)



AWARDS COMMITTEE CO-CHAIR

Dr. Yulin Jia is Acting Research Leader/Center Director and a Research Plant Pathologist at USDA Agriculture Research Service Dale Bumpers National Rice Research Center (DB NRRC). He received his MS from University of Florida and his Ph.D. from Purdue University. He has contributed to twenty-one book chapters, released seven mapping populations, and one putative mutant population consisting of over 20k individuals. Dr. Jia's research work has received over eight thousand citations (8000). Dr. Jia has received numerous awards including the Southeast Area Senior Scientist of the year award in 2019. In 2020, Dr. Jia was named as Fellow for American Phytopathological Society and received Mentor of Year award from FAPAC for 2020 and 2021 classes of Career Development Program. Dr. Jia is sought out internationally as a mentor and has trained ninety (90) scientists/staff members including 30 postdoctoral associates and visiting scientists from 10 foreign countries.

JIA YULIN (USDA)



AWARDS COMMITTEE CO-CHAIR

Fred Cheng is the Departmental Diversity and Inclusion Program Manager for the U.S. Department of Agriculture's Asian American and Pacific Islanders (AAPI) and the American Indian and Alaska Native (AIAN). He is responsible for setting and implementing the USDA's Strategic Goals to include offices and 17 agencies of USDA's AAPI and special emphasis programs. Mr. Cheng is an active member of the following affinity groups; the Federal Asian Pacific American Council (FAPAC), Asian American Government Executives Network (AAGEN), Asian Pacific American Network in Agriculture (APANA), Society of American Indian Government Employees (SAIGE), National IMAGE, Inc, Pan-Pacific American Leaders and Mentors (PPLAM) and the Naval Officer Mentor Association (NOMA). He retired in 2017 as a Commander in the U.S. Navy Reserve.

FRED CHENG (USDA)



SPONSORSHIP COMMITTEE CHAIR

Son Le is employed at Stennis Space Center in Mississippi. He is the Center's Pressure System Program Manager. Son is also involved with other entities such as the American Society of Mechanical Engineers, American Petroleum Institute, and American Society of Nondestructive Testing as part of regular duties. He served collateral duties as Stennis's Special Emphasis Program Manager (SEPM) for AAPI until 2019. He is currently serving as Treasurer for NASA FAPAC Chapter. Son is currently serving his third term with the FAPAC Sponsorship Committee.

SON LE (NASA)



SPONSORSHIP COMMITTEE CO-CHAIR

Joseph LaVille is an Assistant Region Director, Capital Region, with the Department of Defense (DCSA). He served over 20 years on active military duty and retired as an Air Force officer. His hometown is Maina on the beautiful island of Guam.

JOSEPH LAVILLE (DOD)



NATIONAL BOARD OF OPERATIONS

SPONSORSHIP COMMITTEE CO-CHAIR

Shanti Perricone serves as the Executive Assistant to the Section Chief of the Technology Innovation Section (TIS) in the FBI's Information Management Division. She is the administrative coordinator to the executives in all meeting scheduling, travel, supplies, and finance within the section of TIS. Prior to the Bureau, she worked in higher education for 7 years.

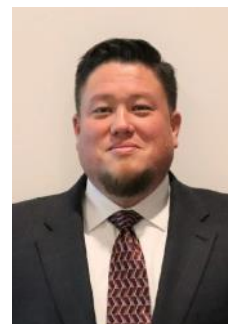
SHANTI PERRICONE (DOJ)



SPONSORSHIP COMMITTEE CO-CHAIR

Charles Savary works for the Federal Bureau of Investigation (FBI) and has been with the FBI for 15 years. He currently serves as Unit Chief of the Technology Innovation Unit #2 in the Technology Innovation Section (TIS) within the FBI's Information Management Division (IMD). Prior to being promoted to Unit Chief, Mr. Savary worked in the FBI's Enterprise Vetting Center, and served within various roles from Research Analyst to Lead Research Analysts, and finally as a Supervisory Research Analyst. Prior working for the FBI, Mr. Savary worked as a contract investigator for the Office of Personnel Management (OPM) for 2 years. He is happily married now for 10 years and have two wonderful children. Away from family and work, you will most likely find him on the golf course.

CHARLES SAVARY (DOJ)



COMMUNITY OUTREACH COMMITTEE CHAIR

Tommy E. Estevan is an Assistant Special Agent in Charge (ASAC) of the Louisville Field Division (LFD), Louisville, Kentucky for the Bureau of Alcohol Tobacco and Firearms. ASAC Estevan who has been in this position since November 2017, oversees Criminal Enforcement Offices and personnel both in Kentucky and West Virginia. ASAC Estevan also serves on the Professional Review Board (PRB). Prior to his position as ASAC, Estevan was the Deputy Chief of Firearms Operations Division (FOD) in Bureau Headquarters and served in the position from October 2016 to November 2017. Estevan began his career with ATF in 2003 and was assigned to ATF Memphis Group I in the Nashville Field Division. Estevan holds a bachelor's degree with High Honors in Criminal Justice from Mount Olive College and an Advance Law Enforcement Certificate from the State of North Carolina.

TOMMY ESTEVAN (DOJ)



COMMUNITY OUTREACH CO-CHAIR

Tuan Nguyen is a United States Marine Corps Veteran from 2002-2010. He joined the FBI in 2016 in the Finance and Facilities Division as a MAPA. He transitioned to Criminal Investigative Division (CID) and now currently with Office of the Chief Information Officer (OCIO) as the Acting Unit Chief of the Technology Governance Unit. Have lovely wife and 2 kids ages 6 and 3.

TUAN NGUYEN (DOJ)



COMMUNITY OUTREACH CO-CHAIR

Sandra Sherlock is an ATF recruiter, Senior Operations Officer, and Senior Industry Operations Investigator with 22 years of experience with the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF). She also serves as a co-chair for ATF's Asian American Native Hawaiian/Pacific Islander (AAPI) Employee Resource Group (ERG).

SANDRA SHERLOCK (DOJ)



NATIONAL BOARD OF OPERATIONS

COMMUNITY OUTREACH CO-CHAIR

THANH (TARA) MA (DOJ)

Thanh (Tara) Ma earned a B.S degree in Mathematic from UMD, College Park in 2015. She joined FBI in 2016 in Information Technology Branch (ITB) as a Budget Analyst. She completed 180 days extended TDY with IT Applications and Data Division (ITADD) as a MAPA. She is currently with Counterintelligence Division (CD) as MAPA of Data and Technology Exploitation Unit (DTXU). Love to rescue dogs, currently has 2 big dogs that she rescued in 2020.



NEWSLETTER COMMITTEE CHAIR

HOAN NGUYEN (CFPB)

Hoan Nguyen is the Deputy Chief Administrative Officer at the Consumer Financial Protection Bureau (CFPB) where he provides leadership and direction for the agency's administrative operations programs including CFPB facilities, real estate, building operations, physical/personnel security, emergency management, events, library services, and transportation programs. He is an active member of CFPB's Asian Pacific Islander Resource and Empowerment (ASPIRE) employee resource group. He received his Bachelor's degree from The University of Virginia and Master of Business Administration degree from the University of Maryland's Robert H. Smith School of Business. He is certified as a Project Management Professional (PMP) and ITIL Expert. He enjoys spending time with his wife and two daughters, and resides in Arlington, Virginia.



NEWSLETTER COMMITTEE CO-CHAIR

TRINH NGUYEN SCOTT

Trinh Nguyen Scott is an experienced Program and Project Manager with a demonstrated history of working in federal and local government. After 20 years of service in the Commissioned Corps of the U.S. Public Health Service, with assignments in the Food & Drug Administration and Federal Emergency Management Agency, she retired as a Commander in order to join her spouse on overseas military assignments. Since retirement from the USPHS, she has worked as an IT Manager at U.S. Embassy Sofia and as a Program Manager for the City of Fairfax, Virginia, in addition to various volunteer activities with Girl Scouts and her daughter's school. She is very passionate in advocating for women's rights and opportunities as well as opportunities for the AAPI community. She loves to travel and takes every opportunity to learn new skills and gain new experiences.



SPECIAL EVENTS COMMITTEE CHAIR

ELLESSE KRALL

Ellesse Krall is a Principal at Evans Consulting and supports her federal and commercial clients in communication and outreach. Prior to Evans, she served in numerous communication and event planning roles as a contractor and a public affairs officer. In her spare time, Ellesse enjoys listening to podcasts, traveling, and supporting her daughter's school activities. Ellesse has a Bachelor of Arts in Communication from Mary Baldwin College (now University), and a Masters Degree in Strategic Public Relations from The George Washington University.



SPECIAL EVENTS COMMITTEE CO-CHAIR

ANNABELLE FLORES (FAA)

Annabelle Flores is currently a Program Management Analyst at the ATO/PMO for the FAA and the Technical Officer Manager for her office. She was also the former Vice President of the FAPAC FAA Chapter and former FAPAC Regional 5 Director.

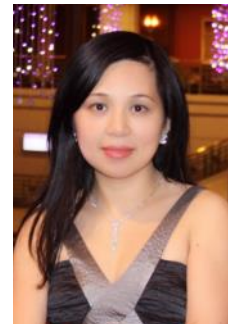


NATIONAL BOARD OF OPERATIONS

SPECIAL EVENTS COMMITTEE CO-CHAIR

Kelly Chen is currently a Deputy Program Manager in Federal Aviation Administration (FAA) for the aviation system safety management program that is a government/industry initiative to lead aviation safety analysis and sharing efforts in the United States and in the global community. She is a certified Project Management Professional (PMP), with Master of Business Administration, and Master of Science in Computer Science. She has extensive knowledge and experience in the Information Technology industry, and full life cycle Acquisition Management of federal programs.

KELLY CHEN (FAA)



AFFIRMATIVE EMPLOYMENT COMMITTEE CHAIR

Albert Gayle is currently serving as a Program Analyst with the Veterans Benefits Administration, Human Capital Services, Office of Staff Operations supporting human capital flexibilities for 5 HR Centers covering 17 business lines and 62 geographically dispersed field office locations across the U.S. He is an Army Veteran and began his federal civilian career in 1996 serving in positions supporting organizational strategic business goals. He chose a career in public service because it aligned with his purpose to develop and improve processes. Albert held positions with the Department of the Army, Department of the Navy, Veterans Health Care Administration, and Department of Labor (volunteer) in various positions of increasing responsibility and leadership. He is a 2017 graduate of the FAPAC Career Development Mentoring Program for High Performers, and a 2017 Leadership Fellow of the Student Veterans of America Leadership Institute.

ALBERT GAYLE (VA)



AFFIRMATIVE EMPLOYMENT COMMITTEE CO-CHAIR

Doris Thomas is the Special Emphasis Program Manager for the Asian American/Pacific Islander Employment Program with the Columbia (SC) VA Health Care System. In her SEPM role, she works to design and implement strategies to identify potential employment barriers in the areas of recruitment, hiring, promotion, career development and retention affecting the full participation of all race, ethnicity, and gender groups in VA's workforce, including AAPIs. Additionally, she is a Licensed Clinical Social Worker in the role of Veterans Justice Outreach Coordinator.

DORIS THOMAS (VA)



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CHAPTERS & REGIONS

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. Chapters are divided into 5 geographical regions:

- Region 1 - Northeast;
- Region 2 - Midwest;
- Region 3 - South;
- Region 4 - West; and
- Region 5 - Capital Region (Greater Washington Area)

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

REGION 3 CHAPTERS

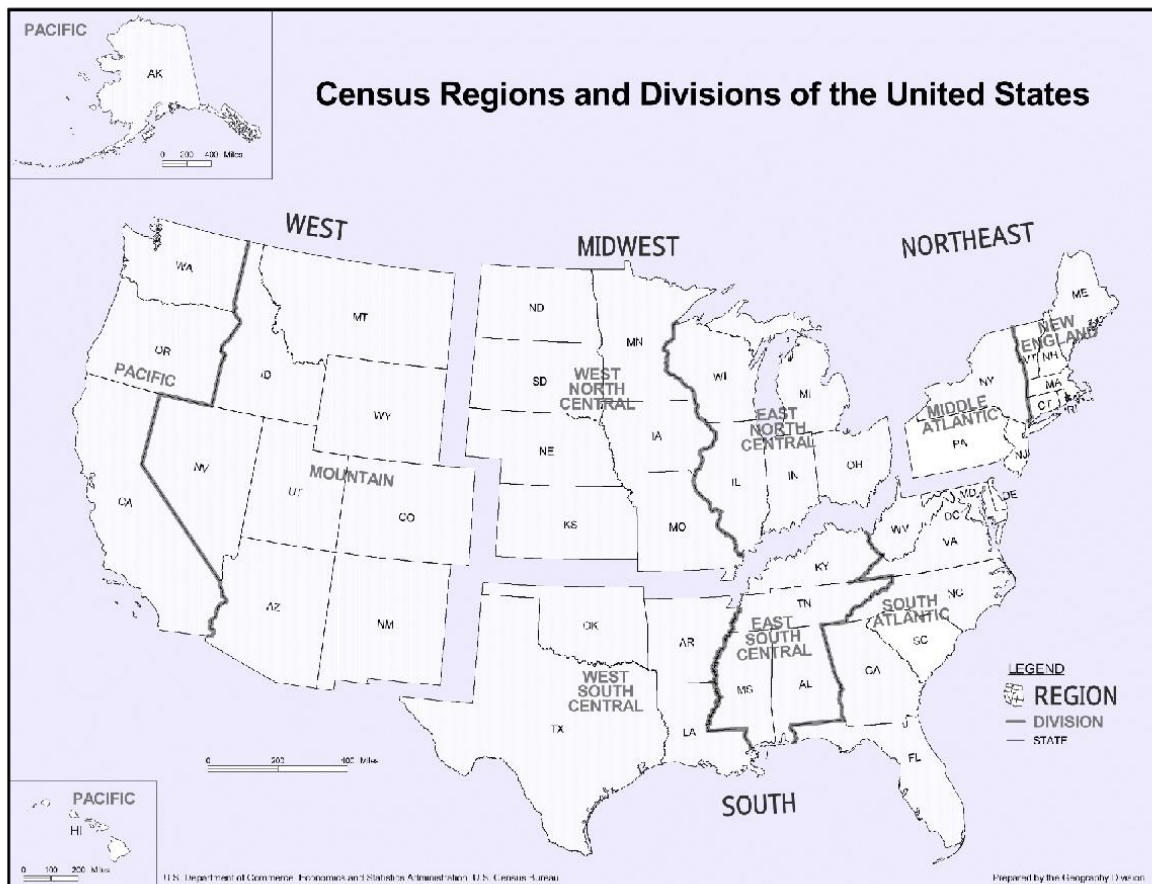
	Year Established
Aberdeen Proving Grounds	2016
National Aeronautics and Space Administration	2021

REGION 4 CHAPTERS

American Samoa	2020
Southwest California	2006
Northern California	2017

REGION 5 CHAPTERS

Department of Veterans Affairs	2008
Department of Agriculture	2011
National Institutes of Health	2016
Pension Benefits Guaranty Corporation	2016
U.S. Coast Guard	2016
Department of Interior	2017
Department of Justice (formerly FBI)	2017
Office of Personnel Management	2018
Food and Drug Administration	2019
Department of Defense	2020
Department of Transportation	2020



ABERDEEN PROVING GROUNDS CHAPTER

www.fapac.org/apg-chapter

Established 2016

Officers Name

Chairperson	Sandy Chyatt
Vice Chairperson	Philip Chan
Treasurer	Daniel Ku
Assistant Treasurer	Panida Rimchala
Secretary	Song Huang
Assistant Secretary	Alison Cheung
Liaison Officer	Damon Yen
Assistant Liaison Officer	Tony Chiu
Webmaster	Dan Zhu



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NATIONAL AERONAUTICS AND SPACE ADMINISTRATION CHAPTER

www.fapac.org/nasa-chapter

Established 2021

Officers Name

President	Andy Phan
Vice President	Daphne Huber
Treasurer	Son Le
Secretary	Sara Yoon
Auditor	Joreen Lee
Executive Champion	Tia Ferguson

Highlights

- Recruited members from across major centers
- Collaborated with NASA AANHPI ERGs
- Obtained and met with Executive Champion from Marshall Space Flight Center
- Participated and supported FAPAC NLTP 2022
- Represented NASA at the Montgomery College Hybrid Student Career Fair Day
- Participated in the FAPAC Lunar New Year Celebration (Virtual)
- Support NLTP 2023 (Gain Gold Sponsorship from NASA ODEO, Staff NASA booth at NLTP 2023)
- Currently developing Chapter Strategic Plan



AMERICAN SAMOA CHAPTER

www.fapac.org/american_samoa

Established 2020

Officers Name

President	Theodora Meredith
Vice-President	Vacant
Treasurer	Marcus Langkilde
Secretary	Tamara Toilolo
Auditor	Elinor Lutu-Mcmoore

Highlights

- Hosted a Federal Pathways Open House in August 2022
- Had a Culture Day photoshoot in December 2022



DEPARTMENT OF VETERANS AFFAIRS CHAPTER

www.fapac.org/va-chapter

Established 2008

Officers Name

President	Bridget Souza
Vice-President	Brian Venerick
Secretary	Jane Kang
Treasurer	Pushparajan Arokiaswamy
Immediate Past President	Ronald Sagudan

Veterans Affairs Federal Asian Pacific American Council (VA FAPAC) was formed in 2008 and recognized as a FAPAC Chapter in 2008. The establishment of VA FAPAC came from a core group of APAs employees and the Office of Diversity and Inclusion.

Highlights

- Leadership Presentations Provided for VA Employees Nationwide such as “I Think You’re on Mute: Effective Leadership in the Virtual Office”, “Introduction to the Federal Asian Pacific Council/Office of Resolution Management, Diversity and Inclusion Resources”, “Leadership, Personal Accountability & Employee Engagement”, and “Turning Biases into Opportunities
- Asian American, Native Hawaiian, and Pacific Islander Heritage Month, Speakers including the Honorable Denis McDonough, Secretary of Veterans Affairs, Lieutenant Colonel Anh T. Tran, and Philip “Ippy Aiona”, Award Winning Chef
- APA Heritage Month Planning & Participation
- VHA Leadership Development Program
- Training: Financial Planning (3 Series), Diversity in the Workforce, Mentorship, Leadership



US DEPARTMENT OF AGRICULTURE CHAPTER

www.fapac.org/usda-chapter

Established 2011

Officers Name

President Fred Cheng
Vice President Lucy Lew
Treasurer Edwin Yong
Secretary Richard Fierroz
Immediate Past President Edwin Yong

Highlights

- January 21, 2023: FAPAC-USDA Chapter support Martin Luther King Day, A Day of Service. Volunteering at the Arlington National Cemetery Wreath Across America.
- Nov 23, 2023: FAPAC-USDA Chapter Members enjoying Thanksgiving with troops at FT. Meade.
- Oct 15, 2022, FAPAC-USDA Chapter Members helping out at the 2022 FAPAC Picnic, in Vienna, VA
- Oct 10, 2022, FAPAC-USDA Chapter Members representing FAPAC at the Pan Pacific American Leaders and Mentors gala, Washington DC.
- Sep 29, 2022, FAPAC-USDA Chapter donated over 100 pounds of food for the Fed Feeds Family Campaign.
- May 25, 2022: FAPAC-USDA Chapter celebrating the USDA Asian American, Native Hawaiian, and Pacific Islander Month – FAPAC-USDA Chapter President Fred Cheng with USDA Secretary Vilsack.



NATIONAL INSTITUTES OF HEALTH CHAPTER

www.fapac.org/nih-chapter

Established 2016

Officers Name

President Rina Das
Vice President Christina Liu
Vice President for Operations Joy Zhao
VP for Technology & Comms Flora Qian
Executive Secretary Ye Yan
Treasurer Chuan-Ming Li

Based in Bethesda, Maryland, the FAPAC NIH was established in 2016. It is a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American (APA) employees in the National Institutes of Health.

Highlights

- May 17, 2023: Hosted a virtual conversation with Surgeon General Vivek H. Murthy and Dr. Dave A Chokshi in addressing public trust, mental health, misinformation, health disparities, and racism among the AA&NHPI communities.
- October 26, 2022: Hosted a webinar on misinformation and its impact on public health in relation to the AA&NHPI communities.
- October 26, 2022: Hosted an annual award ceremony recognizing exceptional individuals for their outstanding contributions to the mission of Health and Human Services
- August 11, 2022: Held an in person Closing Award Ceremony for the Future Star Program, a tuition-free program that offers high school AANHPI students a mentorship pairing with senior government employees.
- July 28, 2022: Organized and hosted a webinar on mental wellness among AA&NHPI during the pandemic.
- May 11, 2022: Hosted a virtual conversation with Mayor of Boston, Michelle Wu in addressing racism and mental health stigma among the AA&NHPI community.



PENSION BENEFITS GUARANTY CORPORATION CHAPTER

www.fapac.org/pbgc-chapter

Established 2016

Officers Name

President	John Chen
Vice Presidents	Amy Lee
Treasurer	Faria Hasan
Secretary	Cara Huang
Membership Chair	Joseph Haryanto
IT/Technology Chair	Amy Zhang

Executive Sponsors

Tim Hurr, CISO | Srividhya Shyamsunder, BISD Director

Our PBGC/Eastern Wind chapter meets regularly to fulfill our main objective to assist the Federal governments in promoting, establishing and maintaining an effective and equitable participation of Asian Pacific Americans in the workforce.

Our agency's FAPAC is very active in delivering its purpose of educating our colleagues about the different Asian cultures represented by its members.

Highlights

- Cooking with FAPAC
- Origami with FAPAC
- Music Performance with FAPAC
- Employee Spotlights
- Bystander Intervention webinar



U.S. COAST GUARD CHAPTER

www.fapacuscg.org

Established 2016

Officers Name

President	Duy Lam
Vice President	Heather Scheer
Executive Secretary	Vinnesha Blas
Treasurer	Creighton Chong
Legal	Tae Chon
West Coast Liaison	Rhianna Macon

Highlights

- Held a new election Jan 2023.
- Coast Guard Headquarters May 2022 AANHPI Month Celebration with Deputy Sec of Homeland security John Tien
- Recognized member of USCG Affinity Group Council to enhance, promote and support policies and strategies regarding diversity and inclusion..
- Partnered with USCG Recruiting Command to assist recruiting efforts of underrepresented minorities.
- Established 5 vital committees to help fulfill the Mission and Vision of FAPAC-USCG.
- Brown Bag Lunch Webinar with Dr. Daniel Eisen on Micro-aggressions and their Effects in Alameda, CA.
- Supported annual May AAPI Heritage celebration at USCG HQ in Washington D.C. and Alameda, CA.
- Coordinated quarterly networking events and community services for members nation-wide.
- Organized USCG Academy mentoring/social event with Executive Leadership and AAPI cadets.



DEPARTMENT OF THE INTERIOR CHAPTER

www.fapac.org/doi-chapter

Established 2017

Officers Name

President Martin J. Moore III
Vice President of Outreach Michiko Squires
Vice President of Programs Vincent Nguyen
Vice President of Finance Mandian Wei

FAPAC-DOI's mission is to support the Department of the Interior (DOI) in addressing issues of interest to the DOI Asian American and Pacific Islander (AAPI) community and to foster professional development and networking. It is a recognized Employee Group that serves as a resource for the AAPI community and a conduit through which the interests, issues and representation of AAPIs in the DOI are addressed.

History

- Membership reached 150 employees throughout DOI field offices across the United States. Members are composed of both national dues-paying FAPAC regular members and DOI-only associate members, enabling broad participation across bureaus and offices in the Department.
- Meetings are held quarterly, and newsletter is issued monthly to communicate Chapter updates.

Highlights

- Regular participation in federal interagency AAPI networking events
- Two FAPAC-DOI members (Lena Chang and Kelly Kim) were awarded the FAPAC 2021 Diversity Excellence Award that recognizes their significant contributions to the advancement and promotion of AANHPI.



DEPARTMENT OF JUSTICE CHAPTER

www.fapac.org/fbi-chapter

Established 2017 (transitioned from FBI Chapter in 2023)

Officers Name

President: Lan Caohuy-Rifkin
Vice President: Tuan Nguyen
Executive Secretary: Maria Aceves
Treasurer: Alfonso Villafior
Auditor: Tennie Chung Griffin
National Executive Secretary: Mary Jo Marlow

Highlights

- Successfully merged FBI and DOJ Chapter under one umbrella in March 2023.
- Participated in the FAPAC Montgomery College Career Day in September 2022.
- Participated in the FAPAC NLTP online in May 2022.
- Recruited 4 new members to the NBOO, who are also serving on the Sponsorship and Outreach Committees.
- One member is on the National Board of Directors as Executive Secretary.
- Successfully recruited 2 Executive Leaders to speak at the upcoming FAPAC NLTP in Long Beach, California.
- The FBI financially sponsored the FAPAC through the Bronze sponsorship for the first time.



OFFICE OF PERSONNEL MANAGEMENT CHAPTER

www.fapac.org/opm-chapter

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

The purpose of the FAPAC-OPM Chapter is to connect and engage; support and help; and be seen and heard inside and outside of OPM.

Highlights

- Created an OPM newsletter to welcome new hires, and share who we are, what we do, diversity data, etc.
- Friday weekly Teams meeting
- OPM AANHPI event



FOOD AND DRUG ADMINISTRATION 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

Highlights

- FAPAC FDA chapter hosted the AANHPI month celebration in 2023 in collaboration with FDA Office of Equal Employment Opportunity (OEO). Events include a talk on leadership development and career promotion, a talk on leadership and promotion of the AANHPI community's contributions and challenges, and an inter-HHS agency panel session on discussing suicide prevention and mental health concerns in the AANHPI community.
- FAPAC FDA chapter hosted the AANHPI month celebration in 2022 in collaboration with FDA OEO. Events included an FDA SES panel discussion on Advancing Leaders Through Collaboration and a webinar on AANHPI mental health challenges during the COVID-19 Pandemic: Promoting Resilience.



DEPARTMENT OF DEFENSE

CHAPTER

www.fapac.org/DOD-Chapter

Established	2020
Officers	Name
President:	Joseph La Ville
Vice President:	Seth Varayon
Auditor	Barbara Jackson

The FAPAC DOD Chapter chartered in 2020, provides an opportunity to support the various outreach, recruitment and professional development initiatives from DOD DEIA Offices nationwide for AANHPI Federal employees. The Chapter fosters a welcoming, inclusive, and safe space for members to gather to exchange ideas.

Highlights

- FAPAC DOD Chapter members led the 2022 FAPAC Virtual National Leadership Training Program.
- FAPAC DOD Chapter members assisted with the 2022 Hybrid Student Career Fair at Montgomery College in Montgomery County Maryland.

DEPARTMENT OF

TRANSPORTATION CHAPTER

www.fapac.org/DOT-Chapter

Established	2020
Officers	Name
President	Rachel Rabusa
Vice President	Thach Nguyen
Treasurer	Annabelle Flores
Secretary	Ranmali Fonseka
Auditor	Hua (Bill) He

FAPAC-DOT serves as a professional resource for the recruitment, retention, and promotion of Asian American and Pacific Islander (AAPI) employees serving across the country in the U.S. Department of Transportation (USDOT). We partner with USDOT organizations to promote a welcoming, diverse, and inclusive environment that is conducive to professional development and growth for AAPIs and employees of all backgrounds.. FAPAC-DOT's Strategic Goals are to: Promote career development, Develop networking opportunities, Increase membership benefits, and Initiate college outreach to support internships.

Highlights

- Hosted a General Members Meeting and Virtual Holiday Gathering.
- Hosted a Virtual Asian Heritage Celebration for AANHPI Community with the theme "Advancing Leaders Through Collaboration" and a focus on Diversity, Equity & Inclusion (DEI) issues.



CONFERENCE COMMITTEE

2023 CONFERENCE COMMITTEE TEAM LEADS

Conference Chair:	Katherine Toth (FAPAC)
Conference Co-Chair:	Mary Allen Lausman (VA)
Conference Logistics:	Dahlia Thomas (DCSA)
Program Book:	Hoan Nguyen (CFPB), Trinh Scott (Ret. USPHS), Darrick J. Lee (FAPAC)
Registration:	Kaye Nitta (FAPAC), Gerald Tiqui (NASA), Jonathan D. Lee (FAPAC), Darrick J. Lee (FAPAC)
Military Workshop:	Seth Varayon (DOD)
Awards Committee:	Seth Varayon (DOD), Fred Cheng (USDA), Yulin Jia (USDA)
Students Program:	Sandra Sherlock (DOJ), Tuan Nguyen (DOJ), Thanh Ma (DOJ), Tommy Estevan (DOJ)
Veterans Program:	Doris Thomas (VA), Albert Gayle (VA), Bridget Souza (VA), Ronald Sagudan (VA)
Executive Prof. Dev. Program:	Heather Rice (DOD)
Partners and Exhibitors:	Son Le (NASA), Charles Savary (DOJ), Shanti Perricone (DOJ)
Long Beach Coordinators:	Steve Goodling, Jeff Fourney, Lori Elgayer
Social Events Coordinators:	Ellesse Krall, Annabelle Flores (FAA), Kelly Chen (FAA)
Photographers:	Thong Vu (FAA), Ruiqing Pamboukian (FDA)

2023 AWARDS COMMITTEE JUDGE PANEL

Judge	Brigadier General Jimmy R. Canlas, Commander, DLA Energy (U.S. Air Force)
Judge	Dr. Melvin Jones, Chief of Staff, Office of Inclusion and Civil Rights (NOAA)
Judge	Patricia Lopez, Scholarships & Grants Program Director (Montgomery College)
Judge	Bismark Myrick, Director of the Office of Equal Employment Opportunity and Diversity (USPTO)
Judge	Rear Admiral Robert C. Nowakowski, Vice Commander, U.S. Naval Forces Central Command (U.S. Navy)
Judge	Alex Ricciuti, Manager, Outreach and DEI Initiatives (Georgetown University)
Judge	Brigadier General Michael Siegl, Quartermaster General & Commandant (U.S. Army)
Judge	Jonathan Lee Sistona, GENA Industry Outreach Specialist, UCR Career Center (UC-Riverside)
Judge	Kevin Williams, Director, NIH Office of Equity, Diversity, and Inclusion (NIH)

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



VOLUNTEERS

Julie Asher
 Elmer Asperas
 Somnath Bhattacharyya (USCG)
 Lan Caohuy-Rifkin (DOJ)
 Fred Cheng (USDA)
 Danielle Cloos (DHS)
 Arnel David (DOD)
 Lorna Mae Devera (FAPAC)
 Cynthia Dunn (IRS)
 Tommy Estevan (DOJ)
 Annabelle Flores (FAA)
 Ranmali Fonseka (DOT)
 Bridgette Gantt
 Albert Gayle (VA)
 Lily Ho (FAPAC)
 Daphne Huber (NASA)
 Dr. Barbara C. Jackson (DOD)
 Annette James and the USDA
 Printing Services (USDA)
 Bharatiben Jamro (VA)
 Dr. Yulin Jia (USDA)

Su Brooke Jiu Jiu
 Cailine Kim (VA)
 Ellesse Krall
 Yoon Kung
 Duy Lam (USCG)
 Son Le (NASA)
 Rita Lee (FAA)
 Darrick Lee (FAPAC)
 Jonathan Lee (FAPAC)
 Joreen Lee (NASA)
 Thanh (Tara) Ma (DOJ)
 Theodora Meredith
 Marina Milton (FAPAC)
 Elizabeth Mitchell
 Ian Morrison (NOAA)
 Chi Phuong Ngo
 Tuan Nguyen (DOJ)
 Hoan Nguyen (CFPB)
 Vincent Nguyen (DOI)
 Kaye Nitta (FAPAC)
 Ruiqing Pamboukian (FDA)

Shanti Perricone (DOJ)
 Andy Phan (NASA)
 Rachel Rabusa (DOT)
 Joy Reiff (FDA)
 Heather Rice (DOD)
 Ronald Sagudan (VA)
 Christine Salcedo (VA)
 Charles Savary (DOJ)
 Heather Scheer (USCG)
 Trinh Scott (Ret. USPHS)
 Sandra Sherlock (DOJ)
 Kim Soohyun
 Brigitte Souza (VA)
 Kirk Spencer (USDA)
 Doris Thomas (VA)
 Gerald Tiqui (NASA)
 Thanh Trang (FAA)
 Lauren Van Talia
 Subramaniam Vaiyapuri
 Seth Varayon (ARMY)
 Sara Wei
 Sara Yoon (NASA)



(from left to right) **Fahmida Chhipa**, FAPAC Vice President, **Katherine Toth**, FAPAC Vice President For Operations, **Peter Nguyen**, FAPAC President, present **Roberta Buckberg**, Montgomery College with an award for their continued partnership in the 2022 Student Career Fair.

MEMBERSHIP

FAPAC has grown in the last few years to become a premier organization representing the interest of all Asian Americans and Pacific Islanders (AAPI) in the federal and District of Columbia governments. There are over 700 members and more than 200 lifetime members throughout the country. FAPAC is represented at every level of government, from entry level to senior executives, and includes all branches of the military. Although well represented with many of the over 30 countries designated as AAPI under the Census Bureau, FAPAC still faces the challenge of getting significant membership from some of these countries, especially from the Pacific Islanders. To become a member, visit www.fapac.org/membership.

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

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

LIFETIME MEMBERS

Adrian, Olivia	Cai, Kory	Choy, Eric	Fan, Charles
Alonso, Angela	Callaway, Phuong	Chu, Anthony	Finucane, Steve
An, Susan	Caohuy-Rifkin, Lan	Chui, David	Flores, Annabelle
Arcega, Jaime	Castillo, Gilbert	Chung, Michael	Flowers, Rebecca
Baggett, Robert	Chan, Alexander	Chung, Katy	Fogg, Matthew
Bailey, Kenneth	Chan, Jensen	Cloos, Danielle	Foley, Corazon
Baldueza, Jordan	Chan, May	Coviello, Katherine	Fong, Wingtat
Balolong, Maria	Chan, Philip	Cruz-Wei, Mandian	Fonseka, Ranmali
Baluyot, Joselito	Chang, Julie	Dai, Ting	Forgue, Charlene
Baluyut, Vi	Chang, Jacob	Dass, Vidhya	Fox-Fernandez, Irvin
Barnett, Jiah	Chang, Hoshing	David, Michelle	Franklin, Aurea
Basi, Jasmeer	Chao, David	De La Torre, James	Fujii, Stanley
Bauer, Stephen	Chau, Ting	De Ocampo, Eymard	Gaenzle, Adriana
Baxa, Philip	Chen, Guang	Delavega, Tony	Garalde, Cheryl
Becking, Tina	Chen, Kelly	Deng, Andy	Garcia, Kevin
Benavente, Jaime	Chen, Jue	Der, Elizabeth	Ghimire, Ritesh
Bhattacharyya, Partha	Chen, Janet	Devera, Lorna Mae	Gibson, Dr. Cita
Borum, Abraham	Chen, Shu	Díaz, Jesse	Gilday, Mary
Bouasym, Malatone	Chen, Carl	Ding, Wei	Griffin, Tennie
Brown, Teresa	Chen, Edward	Doan, Mai	Griffiths, Helen
Brown, Roger	Cheng, Fred	Don, Janice	Gross, Nanda
Brown, Arunsri	Chhipa, Fahmida	Dunbar, Pao - Ying	Gruta, Daniel
Bui, Krystine	Chien, David	Dunn, Cynthia	Gu, Tiehong
Bui, Trongkhuong	Chin, Kenneth	Edwin, Mainar	Gumataotao, Pete
Burden, John	Chong, Matthew	El-Nattar, Elizabeth	Guo, Karsten
Butcher, Duc Tai	Chong, Randall	Eng, Benedict	Guo, Steven
Byrne, Martin	Choun, Chanda	Esaki, Regina	Guo, Yufen
Cabalo, Danilo	Chow, Jim	Esmele, Myles	Gurung, Damber (Dk)



LIFETIME MEMBERS

Han, Rebecca
 Hanson, Ryan
 Hasan, Faria
 He, Hua (Bill)
 Hewitt, Jyui
 Himathongkham, Sunee
 Hirohata, Derek
 Hitchings, Hong
 Ho, Nini
 Ho, Lily
 Hoang, Kim
 Hoellerer, Tina
 Hoh, Christopher
 Hoh, William
 Holbrook, Florencia
 Holliday, Charlayne
 Holston, Barbara
 Huang, Winnie
 Huang, Bing Jib
 Huen, Zena
 Huq, Tafsir
 Huynh, Maria
 Hwang, Jae
 Ibanez-Manlapaz, Irene
 Jain, Alok
 Jamro, Bharatiben
 Jindal, Rahul
 Jing, Mike
 Jude, Talari V Rao
 Kamadinata, Rudy
 Kang, Jane
 Kaniyaly, Jithin
 Kapoor, Amit
 Keam, Mark
 Kelly, Julie
 Kim, Sae Mi
 Kim, Vivian
 Kim, Cailine
 Kim, Kelly
 Kim, Hong "Tony"
 Komolprasert, Vanee
 Kuah, Hosanna
 Kung, Dar-Ning
 Lam, Roger
 Landais, Michaelle
 Lau, Rene
 Lausman, Mary Allen
 Le, Elizabeth
 Le, Son
 Le, Kevin
 Le, Trinh
 Lee, Darrick
 Lee, Selina
 Lee, Daniel
 Lee, Jonathan
 Lee, Joreen

Lee, Samson
 Lee, Richard
 Lee, Susie
 Lee, Joy
 Lee-Fanning, Sunny
 Lew, Kristina
 Li, Yanling
 Li, Dawn
 Li, Hongying (Ruby)
 Li, Hongmei
 Lim, Frank
 Ling, Brenda
 Liu, Qingan
 Liu, Thomas
 Liu, Peter
 Liu, Lisa
 Liu, Joy
 Liu, Zhimei
 Lo, Michelle
 Loo, David
 Lu, Philip
 Lu, Natalie
 Luc, Choubert
 Luu, Vincent
 Ly, Eric
 Ly, Ngoc
 Ly, Hom
 Ly, Victor
 Macri, Cynthia
 Mafnas, Aylene
 Mao Smith, Sophia
 Marlow, Ngoc-Han "Mary Jo"
 McMahon, Kimberly
 Mcmanamay, Lisa
 Md, Z
 Meyers, Monica
 Miller, Linda
 Milton, Marina
 Miyano, Justin
 Mok, Samuel
 Moneda, Cynthia
 Moon, Youngmee
 Nellie, Lew
 Ngai, Eva
 Nguyen, Uyen
 Nguyen, Thu
 Nguyen, Tuan
 Nguyen, Hung
 Nguyen, Minh
 Nguyen, Binh
 Nguyen, Genie
 Nguyen, Kim
 Nguyen, Thong
 Nguyen, Peter
 Nguyen, Teresa
 Nguyen, Thy

Nguyenphuoc, Kim
 Nicholas, Sharon
 Nii, Quinn
 Nitta, Kaye
 Niu, Mien (Steve)
 Oconnor, Connie
 Oliver, Kimiko
 Palarca, Christine
 Pamboukian, Ruiqing
 Parish, Jeffrey
 Pascualjackson, Cielito
 Patel, Bharatkumar
 Petrungaro, Arlin
 Pham, Minh
 Phan, Kimberly
 Pinto, Delon
 Powell, Angela
 Puangsombut, Akapong
 Quiachon, Rudyard
 Qureshi, Maqbool
 Ramdass, Monshi
 Ramos, Mildred
 Reiff, Joy
 Revanna, Krupakar
 Rhee, Justin
 Rice, Heather
 Rivero, Josef
 Rodriguez, Jose
 Rutherford, Michael
 Sait, Farook
 Savary, Charles
 Seeda, Aroon
 Setia, David
 Setia, Parveen
 Sharp, Michael
 Shen, Eric
 Sherman, Ulysses
 Shias, Wendy
 Shum, Ann
 Shum, Tat
 Simmons, Kino
 Simpson, Toksun
 Smith, Teresita
 Soriano-Sharp, Jocelyn
 Spence, Grace
 Stan, Wendy
 Subramaniam, Vaiyapuri
 Szymanek, Thomas
 Taumoepeau, Charles
 Tayyab, Sohaib
 Te, Holly
 Terashima, Eric
 Thom, Stephen
 Tian, Nancy
 Tiqui, Gerald "Tiki"
 Tom, Anthony

Tom, Mary
 Toth, Katherine
 Tran, Hai
 Tran, Tony
 Tran, Kimberly
 Trang, Thanh
 Treadwell, Daniel
 Truong, Paul
 Tsai, Tom
 Tu, Cheng
 Tzeng, Bertrand
 Vandeventer, Peter
 Vantalia, Lauren
 Varayon, Seth
 Villafior, Alfonso
 Vojvodich, Joe
 Vu, Thong
 Wai, Thanda
 Wang, (Gino) Cheng
 Wang, Xujing
 Wang, Bin
 Washington, Glenn
 Weaver, Billie
 Wei, Darmood
 Wei, Victoria
 Whitham, Michelle
 Williams, Chau
 Wong, Liquan
 Wong, Kin
 Wong, Deric
 Woo, Lina
 Wu, Susie
 Wuchner, Irene
 Yamashiro, Amy
 Yan, Ye
 Yang, Jane
 Yang, Jian
 Yang, Maria
 Yang, Chen
 Yang, Robert
 Yang, Mira
 Yew, Connie
 Yong, Edwin G.
 Young-Pen, Chhem
 Yu, Bingxin
 Yulin, Jia
 Zamora, Khanngun
 Zhang, Howard
 Zhang, Xinzhi
 Zhang, Yuanfei
 Zhao, Wei-Cheng
 Zhao, Huaying





MAYOR **REX**RICHARDSON

May 8, 2023

Dear attendees and organizers of the Federal Asian Pacific American Council (FAPAC) National Leadership Training Program,

It is my honor and pleasure to welcome you to our great city of Long Beach!

On behalf of the City of Long Beach, thank you to the Federal Asian Pacific American Council for the crucial work you do for leadership, diversity, equity, inclusion, and accessibility. We are incredibly grateful that you chose Long Beach for your conference, but also for supporting the economic growth and development this exceptional event in our great City of Long Beach.

Business is an inextricable part of the fabric of the Long Beach community, contributing culturally, economically, and politically to the success and prosperity of our city and its residents. We are proud to host this unique organization and look forward to many more years of collaboration and cooperation.

To all the attendees, congratulations!

All the best,

Mayor Rex Richardson



562.570.6801 — mayor@longbeach.gov — [@longbeachmayor](https://www.instagram.com/longbeachmayor)
411 W. Ocean Blvd., Long Beach, California 90802



GREETING LETTERS



April 3, 2023

Dear Friends:

I would like to offer you my warmest greetings as you gather with the Federal Asian Pacific American Council for its 2023 National Leadership Training Program.

The theme of this year's training program, "Advancing Leaders Through Opportunity," is especially meaningful, because as the 16th Administrator of the U.S. Environmental Protection Agency, I am committed to fostering an environment that provides opportunities for the progression and retention of a diverse workforce through recruiting efforts, reducing barriers to professional advancement and investing in employee development.



The EPA has more than 15,000 employees at our District of Columbia headquarters and throughout 10 regions across the country, with a diverse range of careers and backgrounds. I hope you will consider joining our dedicated workforce and help us build a brighter and healthier future for generations to come.

Indeed, we at the EPA are working to protect public health and the environment, while advancing equity, environmental justice and civil rights in communities across the country. Through the Bipartisan Infrastructure Law and the Inflation Reduction Act, the EPA is investing a combined \$100 billion in resources in the health, equity and resilience of American communities. This historic funding will lead to the development of programs and incentives that accelerate our nation's transition to a clean-energy economy.

The funding also enables us to work alongside groups like FAPAC to improve the lives of millions of Americans by reducing pollution, advancing environmental justice, creating jobs and supporting energy security. Together we will tackle some of the greatest environmental challenges of our time.

May you use your time at the conference to learn, connect and engage in important topics concerning environmental protection. I encourage you to bring the knowledge, skills and leadership gained from this event back to your workplace and your communities, and I am honored to partner with you as we work to protect public health and the environment.

Sincerely yours,

Michael S. Regan
Administrator



Blacks In Government ®

3005 Georgia Avenue, NW
Washington, DC 20001-3807
(202) 667-3280 — FAX (202) 667-3705
www.bignet.org
April 15, 2023

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Greetings FAPAC National President Fahmida Chhipa and Esteemed FAPAC Members:

On behalf of the national organization of Blacks In Government (BIG), Inc., it is my pleasure to congratulate you on hosting your 38th Annual National Leadership Training Program (NLTP). I am personally very excited for you. As a fellow National President, I know firsthand the hard work and dedication it takes to pull off a first-class training event. With FAPAC's rich history and stellar leadership, I know it will simply be a phenomenal event. My only regret is that my schedule will not allow me to join you to experience the training in the beautiful city of Long Beach.

As a fellow employee resource and advocacy organization, BIG stands with you today and beyond as we collectively seek to enhance diversity, equity, inclusion, and accessibility (DEIA) across all of government. Importantly, like FAPAC, we recognize that our DEIA efforts must continue throughout the entire year and must not be relegated to an annual monthly observance or other cultural events. Rather, we must partner with our agencies to identify strategies to advance DEIA, to define standards of success for DEIA efforts, and to eliminate barriers to equity in Federal workforce functions. And, of course, one important way our organizations do that is by providing employees with the tools they need to succeed through our annual training events with the broad support of our agencies.

I appreciate this opportunity to address you. And, I wish you much success on your 38th Annual NLTP.

Very Respectfully,

Honorable Shirley A. Jones, Esq.
National President
Blacks In Government, Inc.

One of America's Most Influential Organizations
"Thank You For Thinking BIG"



GREETING LETTERS

Society of American Indian
Government Employees

17706 N. Peoria, Skiatook, OK 74070



Honoring Our Ancestors
Through Government Service

www.saige.org

April 5, 2023

The Society of American Indian Government Employees (SAIGE) congratulates the Federal Asian Pacific American Council (FAPAC) on their 38th National Leadership Training Program (NLTP) being held in Long Beach, California.

As a longtime National Coalition for Equity in Public Service Partner (NCEP) it has been a privilege for SAIGE to support FAPAC by highlighting this outstanding organization whenever promoting training opportunities.

This year's theme, ***Advancing Leaders Through Opportunity*** focuses on promoting the development of AANHPIs in the federal government in the specific areas of leadership, diversity, equity, inclusion, and accessibility. Continuing to advance in individual career goals by utilizing different opportunities that benefit both the individual as well as the organization is important and key to success!

FAPAC continues to develop employees by offering training throughout the year and in May during Asian/Pacific American Heritage Month their national leadership training program brings speakers together at one time to offer a large training opportunity for everyone. Sending employees to this training provides them with a myriad of professional, EEO/Diversity training that is helpful to the mission of any agency. Continuing to promote training to the workforce is key to a productive workforce and one that retains and diversifies its organization while making the organization stronger and a more productive workplace for everyone.

Again, congratulations to FAPAC for a successful National Leadership Training Program!

Respectfully,

Fredericka Joseph

Chair, Board of Directors

Society of American Indian Government Employees



DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP

The **FAPAC Distinguished Public Service Scholarship Endowment Fund, Inc.** is a non-profit organization that promotes the recognition of Asian Pacific American students who are interested in public service and has made contributions to foster diversity and inclusion in the Asian Pacific American community. For more information or to **donate** to the Scholarship Fund, visit www.fapac.org/scholarship.

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

- The late **Congressman Dalip Singh Saund**, the first Asian Pacific American elected to Congress.
- Former **Secretary Norman Y. Mineta**, the first Asian Pacific American to serve in two Cabinet positions as Secretary of Commerce and Secretary of Transportation.
- **Secretary Elaine L. Chao**, the first Asian Pacific American woman to hold a Cabinet position in American history. On January 31, 2017, she was confirmed to her second cabinet position as the 18th U.S. Secretary of Transportation.

The selection criteria includes the following:

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

SECRETARY NORMAN Y. MINETA



Norman Y. Mineta, former Secretary of Commerce and Transportation

Norman Y. Mineta is the former Secretary of Transportation and founder of the Mineta Transportation Institute, lead agency of the Mineta National Transit Research Consortium. Secretary Norman Y. Mineta is well known for his work in transportation – including aviation, surface transportation, and infrastructure – and national security. He is recognized

for his accomplishments in economic development, science and technology policy, foreign and domestic trade, budgetary issues and civil rights, as well as his perspective from having served in Congress for over 20 years and in the Cabinets of both Republican and Democratic presidents.

For almost 30 years, Secretary Mineta represented San Jose, California – the heart of Silicon Valley – first on the City Council, then as Mayor, and then from 1975-1995 as a Member of Congress. Throughout that time, Secretary Mineta was an advocate of the burgeoning technology industry. Secretary Mineta served as the Chairman of the House Transportation and Public Works Committee from 1992-1994, after having chaired the Subcommittee on Aviation and the Subcommittee on Surface Transportation. He was the primary

author of the groundbreaking ISTEA legislation – the Intermodal Surface Transportation Efficiency Act of 1991. While in Congress, he co-founded the Congressional Asian Pacific American Caucus and was Chair of the National Civil Aviation Review Commission in 1997. In 2000, Secretary Mineta was appointed by President Bill Clinton as the United States Secretary of Commerce. At the Department of Commerce, Secretary Mineta was known for his work on technology issues, for achieving international cooperation and intergovernmental coordination on complex fisheries issues, and streamlining the patent and trademark process. From 2001-2006, Secretary Mineta served as Secretary of Transportation by President George W. Bush. Following the terrorist acts of September 11, 2001, Secretary Mineta guided the creation of the Transportation Security Administration.

DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP



The **Federal Asian Pacific American Council** is proud to award **Judy Zhou** the 2023 *Distinguished Public Service Scholarship* in honor of **Secretary Norman Y. Mineta**.

Judy Zhou is a junior at **Georgetown University** pursuing a degree in Culture and Politics, concentrating in Asian American Studies, and a minor in Economics. Judy is passionate about ethnic studies, civic engagement and student advocacy. She has been recognized as a Truman Scholar nominee, a Campus Compact Newman Civic Action Fellow nominee, and a Coca-Cola Scholar. In her free time, Judy loves curating playlists and visiting art museums.

Judy is a part of the Asian-Pacific Islander Leadership Forum (APILF), an advocacy group composed of AANHPI students at Georgetown. Her proudest achievement is the reinstatement of Asian American HOME, a residential townhouse that serves as an affinity and organizing space for AANHPI students. The HOME was closed prematurely due to the pandemic and a lack of university funding. Judy and APILF began investigating options that would not just revive the HOME, but make it a permanent space. Over nine months, Judy served as a liaison between APILF, the AANHPI student body, Residential Living, the Center for Multicultural Equity and Access, and the Division of Student Affairs to collaborate on a new vision for Asian American HOME, post-pandemic. She believes that the return of Asian American HOME is a tangible affirmation that AANHPI students are an intrinsic part of the Georgetown community.

Judy also serves as a resident assistant (RA) at Georgetown and is also engaged in her AANHPI community at home in Maryland. Judy has learned about the legislative process and grassroots organizing through internships with the U.S. Committee on Small Business & Entrepreneurship and APIAVote. Judy hopes to attend law school and pursue a career in public service to protect the rights of her AANHPI community and amplify their voices.

RECENT WINNERS

CONGRESSMAN DALIP SINGH SAUND SCHOLARSHIP 2022



Chloe Majzel

*Major: International Studies &
Economics
Minor: Asian American Studies &
Chinese*

Michigan State University

SECRETARY ELAINE L. CHAO SCHOLARSHIP 2021

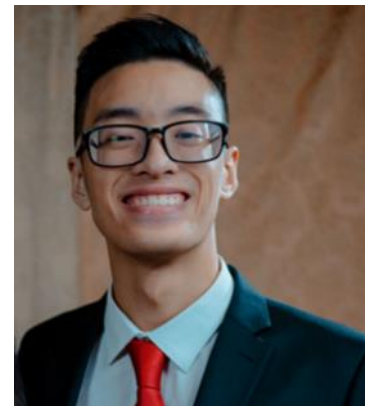


Rebecca Soo

*Major: B.S. Sociology & Media Studies
Minor: Public Policy*

**University of California,
Berkeley**

SECRETARY NORMAN Y. MINETA SCHOLARSHIP 2020



Alex T. Pham

*B.S. Biological Sciences, Minor
Psychology*

**Virginia Polytechnic Institute
and State University**

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APIASF is proud to support FAPAC in creating opportunities for the Asian & Pacific Islander American leaders of tomorrow.



Support the growing community of underserved Asian & Pacific Islander American students.
Visit bit.ly/supportAPIAstudents to make a donation.

APIASF® Today's Minds,
Tomorrow's Future®
Asian & Pacific Islander American Scholarship Fund



DISTINGUISHED PUBLIC SERVICE SCHOLARSHIP ESSAY

*This is the winning scholarship award essay by **Judy Zhou**,
printed in its entirety.*



My professor once remarked, that to create lasting change, “institutional change must be accompanied by social change, and social change must be accompanied by institutional change.”

Looking back, my first rejection at Georgetown set me on a path to understand the gravity of my professor’s statement. Mock trial was a core part of my high school experience, and I had my sights set on joining Georgetown’s mock trial team. When I was rejected, I was devastated: the rejection threw a wrench in the college career that I envisioned. I loved mock trial for its advocacy: as an attorney, I could advocate for the rights of my client through oral argument. This rejection pushed me to explore new clubs. Even though I couldn’t advocate for an imaginary client, I could advocate on behalf of the communities I’m a part of. This led me to join the Asian Pacific Islander Leadership Forum (APILF), an advocacy group composed of AANHPI students on campus. As a part of APILF, I learned more about AANHPI history and became familiar with activists such as Norman Mineta. I look up to him, as a trailblazer who not only enacted legal change, such as the Civil Liberties Act of 1988, that advanced justice for Japanese Americans, but was also an invaluable member of the AANHPI community, serving as a mentor and creating space for other AANHPIs in politics. He exemplifies my professor’s statement, as a leader who pushed for both institutional and social change.

I hope to embody my professor’s statement and Norman Mineta’s legacy in my own career. As a part of APILF, I have worked to reinstate Asian American HOME, a residential townhouse that serves as an affinity and organizing space for AANHPI students. As I have worked with administration on the logistics of Asian American HOME, I have concurrently realized that these institutional changes would be impossible with concurrent

grassroots work: an Asian American residential home would not thrive without a concurrent AANHPI community enthusiastic and passionate about it. While I am the point of contact for administration for Asian American HOME, the decisions I’ve made about the HOME are a reflection of many meetings, town halls, and conversations with friends and the AANHPI student body.

What I’ve learned about Asian American activism as a part of APILF has become my approach in other areas of my life as well. As a resident assistant (RA), I am not only motivated to improve RA training such that it better addresses power, privilege, and oppression on campus, but I make an effort to host monthly community events that are not only fun, but also are relevant to the ongoing issues in the world. Last November, I hosted “Pizza & Political Participation,” where I gathered resources from different nonprofits in D.C. to encourage my residents to get involved in social justice movements in D.C. At home in Maryland, I created a voter education seminar to encourage members of my community to participate civically, in addition to advocating for legislative change to create a curriculum that better reflects my hometown.

The FAPAC scholarship would not only affirm my past work, but it would alleviate financial burdens so that I can continue to pursue my advocacy. I am committed to protecting the rights of the AANHPI community and amplifying their voices, and to do so, I hope to pursue a career where I advocate for legal changes that advance racial justice, but also work hand-in-hand with members of the AANHPI community to ensure that that change is happening in their towns, states, and across the United States as well. The first step would be to attend law school to fully learn more about how racial hierarchies are erected by the law, and build a skill set to unravel those inequities. The FAPAC scholarship would be invaluable as I embark on my journey to law school, covering application fees, LSAT textbooks, and LSAT test costs.



MONDAY, MAY 8, 2023
6:00 PM—10:00 PM
SALON A & B

WELCOME DINNER



Rex Richardson
Mayor of Long Beach

Rex Richardson is the 29th Mayor of Long Beach: a husband, father, and trailblazer as the first Black mayor in the city's history. Mayor Richardson's history in Long Beach is grounded in empowering communities to have a seat at the table. He believes that everyone, no matter their circumstance, deserves the opportunity to thrive.

Since taking office, Mayor Richardson has led with his Opportunity Beach Agenda—the first 100-day plan ever presented by a Mayor of Long Beach. He is tackling major issues like homelessness, building an economy where everyone thrives, creating safe and healthy communities, investing in youth, and supporting a sustainable and resilient city.

In 2014, Richardson became the youngest person in history elected to the Long Beach City Council. In 2016, he was elected to a two-year term as Vice Mayor, also the youngest in city history. He was then re-elected to the Long Beach City Council in 2018 and re-elected as Vice Mayor in 2020.

Regionally, Mayor Richardson has served as past President of the Southern California Association of Governments and as a board member of the South Coast Air Quality Management District. Mayor Rex Richardson's vision is to advance the leadership of Long Beach as the second-largest city in the region, which also holds the second-largest port in the State and the fastest-growing aerospace cluster in the nation.

Mayor Rex Richardson and his wife Dr. Nina Richardson are proudly raising their two young daughters, Alina and Mila, in the North Long Beach community.



Dr. Minh A. Nguyen
Executive Director of Strategic Planning for the FAA's Office of Commercial Space Transportation, FAA

Dr. Minh Nguyen currently serves as an Executive Director of Strategic Planning for the FAA's Office of Commercial Space Transportation. He oversees commercial space policy, regulations, standards, research & development, budget & finance, human capital planning, learning & development, strategic planning, international engagement, and spaceports.

Previously, he has served in various capacities including FAA's Deputy Director of the FAA's Office of Policy and Plans, Acting Deputy Regional Administrator for the Northwest Region, Division Director for the Office of Business Case Integration and Modeling, member of the Administrator's Strategic Initiatives Group, Program Manager for the Office of Advanced Technology Development, and chief of staff for the Senior Vice President of NextGen and Operations Planning.

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), and has been training AAPI managers to become executives in the federal government, as part of AAGEN's Senior Executive Development Program. He obtained his undergraduate, graduate, and doctorate degrees in Electrical Engineering from Virginia Polytechnic Institute and State University (Virginia Tech).

MONDAY, MAY 8, 2023
6:00 PM—10:00 PM
SALON A & B

WELCOME DINNER



Hong Miller,
*Chief Human
Capital Officer
for the U.S.
Army Futures
Command,
DOD*

Ms. Hong Miller currently serves as the Chief Human Capital Officer for the U.S. Army Futures Command. As a member of the Senior Executive Service since 2021, Ms. Miller has embraced opportunity throughout her 34-year career.

Before arriving at Army Futures, Miller served as director of the Civilian Human Resources Agency. Her previous assignments include serving as director of the Defense Logistics Agency's Human Resources Services and Director of the Defense Civilian Personnel Advisory Service's Employment and Compensation Line of Business.

She started her federal civilian career in San Antonio, Tx., 34 years ago as a student aide. After completing her bachelor's degree, Miller participated in an intern program with the U.S. Air Force which led to various opportunities to develop her career to where she is today serving the U.S. Army as a Senior Executive Service member.



Piyachat Terrell,
*Director,
Community
Engagement &
Assistance
Division, EPA*

Piyachat Terrell started her federal career as an outstanding scholar at NASA and joined EPA in 1998. Before joining the Office of Environmental Justice and External Civil Rights as the director of Community Engagement and assistance, Piyachat worked on the agency's diversity and inclusion efforts and established the EPA Pathways Programs Program. Piyachat leads the agency on the White House Initiative for Asian Americans, Native Hawaiians, and Pacific Islanders to advance equity, justice, and opportunity for AA and NHPI employees and communities. Piyachat is passionate about serving the communities and engaging students who are interested in environmental careers. She is also an art advocate who believes in the power of social and environmental change through art. She loves food and tennis equally.



Angela Biggs,
*Deputy Chief for
Management
and Strategy,
Natural
Resources
Conservation,
USDA*

Angela holds a BA in Biology from the University of Guam. Having been raised between the island of Guam and the Midwest (Iowa and Missouri), Angela eventually decided to move back to the Midwest. She began her career with the Iowa Department of Agriculture and Land Stewardship – Division of Soil Conservation as a water quality project coordinator before joining the USDA – Natural Resources Conservation Service (NRCS) in Iowa in 2002 as a soil conservationist. She has been serving as the USDA-NRCS State Conservationist for Wisconsin since 2017.

In her 20 years with NRCS, Angela has served as a Soil Conservationist, Iowa Asian American/Pacific Islander Emphasis Program Manager (5-year collateral duty), District Conservationist (Iowa and Vermont), Assistant State Conservationist for Field Operations (Illinois), National Asian American/Pacific Islander Emphasis Program Manager (3-year collateral duty), and Assistant State Conservationist for Management & Strategy (Illinois). She has also served on numerous details as Soil Conservationist, District Conservationist, Great Lakes Restoration Initiative Coordinator, Director for the Pacific Islands Area, and recently served as the Acting Deputy Chief for Management & Strategy. She also serves as the lead for the NRCS Hiring Strategy Task Force.

Throughout her career, Angela has been involved with professional organizations and held leadership positions or served on committees for several of them.



ADVANCING LEADERS THROUGH OPPORTUNITY

By Michelle Thomas | U.S. Army Futures Command

Ms. Hong Miller currently serves as the Chief Human Capital Officer for the U.S. Army Futures Command. As a member of the Senior Executive Service since 2021, Ms. Miller has embraced opportunity throughout her 34-year career. Miller embodies this year's National 2023 theme for the observance of Asian American, Native Hawaiian and Pacific Islander Heritage Month in May: "Advancing Leaders Through Opportunity."

Throughout her roles as a strategic human capital professional, Miller's professional philosophy and efforts strive to harness the strength that comes from diverse perspectives and experiences. At AFC, she leads a directorate charged with building a pipeline of qualified talent that allows the Army to hire and retain a diverse workforce of civilians from all segments of society.

Before arriving at Army Futures, Miller served as director of the Civilian Human Resources Agency. Her previous assignments include serving as director of the Defense Logistics Agency's Human Resources Services and Director of the Defense Civilian Personnel Advisory Service's Employment and Compensation Line of Business.

She started her federal civilian career in San Antonio, Tx., 34 years ago as a student aide. After completing her bachelor's degree, Miller participated in an intern program with the U.S. Air Force which led to various opportunities to develop her career to where she is today serving the U.S. Army as a Senior Executive Service member.

As a woman of African American and Asian heritage, Miller has a unique perspective. Born in Saigon and raised in San Antonio, Texas, she was a product of San Antonio's underprivileged East-side schools. As a dependent of a retired Army soldier and was fortunate to have access to information about civilian service and understood the leadership opportunities it could provide.

Miller's father, who served his country in the U.S. Army for over 20 years, instilled the importance of giving support to the community, regardless of position or title. Miller's parents worked diligently in their church, in civic organizations, and together sought out those in need across the community and provided support despite their own meager means, taking food to the elderly, offering work to those who needed to be given a chance, mowing lawns for those who couldn't do it themselves. This instilled a sense of service in Miller that helped shape her into a selfless, compassionate leader.

Miller's bi-cultural roots amplified her awareness of cultural differences and helped her embrace the varied perspectives that individuals bring to the table. As an African-American and Vietnamese woman, her upbringing was filled with both American and Asian cultural traditions, which shaped her approach as a citizen and leader. The fact that she didn't necessarily fit into any cultural/ethnic ideals attributed to her resilience and adaptability. She would tell you that not always "fitting in" built character and enhanced her ability to effectively and authentically engage with people. She saw that it was pointless to try and conform to anyone's expectations, but rather to embrace her individuality and appreciate the same in others. This perspective has enabled her to build and sustain strong, diverse teams that are cohesive, engaged and effective at delivering on the mission.



OPENING CEREMONY



Bill Nelson,
Administrator,
NASA

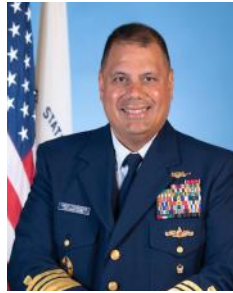
Sen. Bill Nelson was sworn in as the 14th NASA administrator on May 3, 2021, tasked with carrying out the Biden-Harris administration's vision for the agency.

Nelson chaired the Space and Science Subcommittee in the U.S. House of Representatives for six years and the U.S. Senate for 12 years. He then served as the Ranking Member of the full Senate Commerce, Science, and Transportation Committee. Nelson was recognized as the leading space program advocate in Congress.

In 2010, Nelson and Sen. Kay Bailey Hutchinson (R-Texas) passed the landmark NASA legislation that mapped out a new future for NASA and set the agency on its present dual course of both government and commercial missions. In 2017, Nelson and Sen. Ted Cruz (R-Texas) authored the NASA Transition Authorization Act of 2017, which expanded NASA's commercial activities in space.

During his time in Congress, Nelson was a strong advocate for NASA's Earth science programs and authored numerous pieces of legislation to combat and mitigate the effects of climate change. Nelson was also a vocal proponent for STEM career training and education programs to create and fill the jobs of the future.

In 1986 he flew on the 24th flight of the Space Shuttle. The mission on Columbia orbited the earth 98 times over six days. Nelson conducted 12 medical experiments including the first American stress test in space and a cancer research experiment.



Vice Admiral
Andrew J.
Tiongson,
Commander,
Pacific Area,
Commander,
Defense Force
West, USCG

Vice Admiral Andrew J. Tiongson assumed Command of Coast Guard Pacific Area in Alameda, California on July 8th 2022. He serves as the operational commander responsible for all Coast Guard missions westward from the Rocky Mountains across the Indo-Pacific, Arctic and Antarctic regions, to the coast of eastern Africa. He concurrently serves as Commander, Defense Force West and provides Coast Guard operational support to the Department of Defense and Combatant Commanders.

Vice Admiral Tiongson previously served as the Director of Operations, United States Southern Command from June 2020 – June 2022 in Doral, Florida. Vice Admiral Tiongson has served in a variety of key staff positions, serving two different tours in the Office of Budget and Programs as a Budget Coordinator/Program Reviewer and the Office Chief. He also served in the Office of Congressional Affairs as the Senior Policy Advisor to the Speaker of the U.S. House of Representatives on domestic and international drug issues.

Vice Admiral Tiongson is a 1989 graduate of the United States Coast Guard Academy where he earned Bachelor of Science Degree in Electrical Engineering. He holds two master's degrees from The George Washington University: Mechanical Engineering and Environmental and Energy Management.

He was also a System Design and Management Fellow at the Massachusetts Institute of Technology (MIT) where he earned a Master of Science in Engineering and Management.

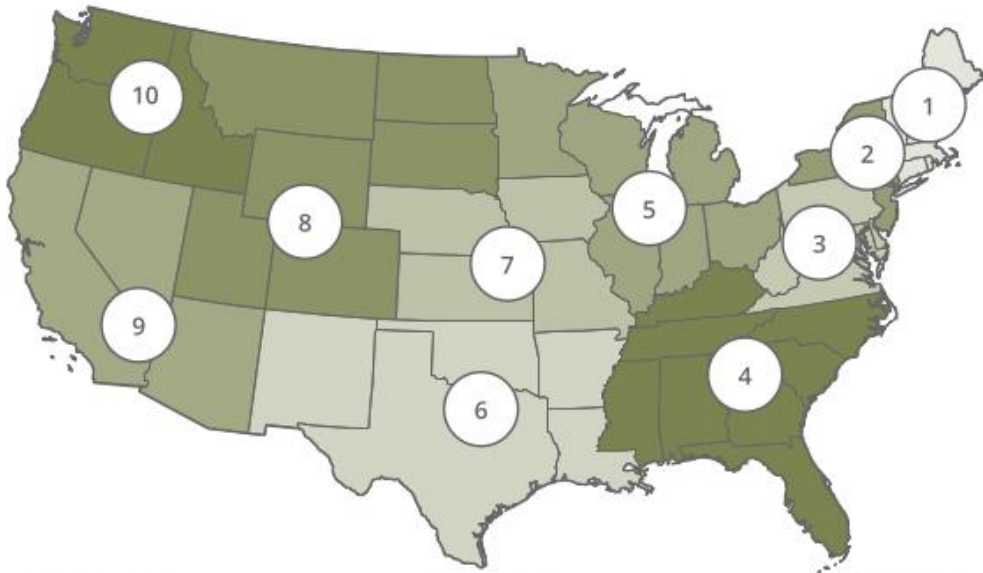


Thuy Ho,
Deputy Director,
Office of the
Chief
Information
Officer,
DOJ

Ms. Ho currently serves as Deputy Director (DD) in the Office of the Chief Information Officer (OCIO) at the Department of Justice (DOJ). She is a technically savvy executive with almost 30 years of experience in Financial Systems Management, Strategic Policy Planning, Information Technology (IT) Management, and Operational Support. She directs OCIO's budget and financial services for Working Capital Fund (WCF) valued over \$600M and Justice Information Sharing Technology (JIST) valued over \$130M. DD Ho has been an architect on many high-visibility initiatives for the DOJ over the past two decades. In 2012, she was selected to lead the implementation of a complex budgeting, financial, and procurement system called Unified Financial Management System (UFMS) for the United States Marshals Services (USMS). UFMS was the first major information technology (IT) investment in over a decade for the USMS. It provided modernization of core business processes for the agency. The UFMS system is now used by many components under DOJ. DD Ho's passion is to help develop future leaders while guiding staff to new heights of professionalism, as well as cultivating an environment of continual development and growth.

EPA Opportunities Nationwide

Many EPA employees report to the EPA headquarters office in Washington, DC, but thousands work in our regional and program offices across the nation.



Make an Impact

EPA employees make a difference to protect human health and safeguard the natural environment.



Engage Communities

EPA Leadership travels to hear from those affected by pollution.



Apply your Experience

The EPA Mid-Atlantic Scientific Dive Unit check coral health off the coast of Puerto Rico.

HOW TO APPLY

1. Build Your Profile

Create and complete a profile on USAJOBS.gov to apply to jobs postings, save searches, and save jobs.

2. Search for EPA Jobs

Type "EPA" in the keyword search box. Use additional filters to narrow results.

3. Review the Entire Job Announcement

Read the entire announcement to make sure eligibility and qualifications requirements are met. Your application must show how you meet the required qualifications.

4. Prepare Your Application

Read the *How to Apply* section. Attach/select your resume and all required documents listed in the job announcement.

5. Submit Your Application

After submitting your application, go back to the *Application* section of your account to ensure your application was received. Your application status should say *Received* by 11:59 PM on the announcement closing date.

TUESDAY, MAY 9, 2023

12:00 PM—1:15 PM

SALON A & B

AGENCY AND PARTNERS RECOGNITION AWARDS CEREMONY



Clarence A. Johnson,
*Director of
Diversity
Management
Operations
Center, DoD*

Clarence A. Johnson, a member of the Senior Executive Service, is Director, Diversity Management Operations Center, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness (USD (P&R)), Washington, D.C. He is responsible for operationalizing diversity management and equal opportunity policies and programs affecting 1.4M active duty military personnel; 1.3M Reserve Component (RC) personnel; and over 900,000 civilians within the Department of Defense (DoD). He provides supervision and direction of the Defense Equal Opportunity Management Institute (DEOMI), the premiere DoD school in equal opportunity and equal employment opportunity (EEO) training, education and research; and the Investigations Resolutions Directorate, which investigates DoD EEO complaints. Additionally, Mr. Johnson directs DoD Diversity and Inclusion efforts, including diversity outreach and the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities, and he provides executive support for the Defense Advisory Committee on Women in the Services.

Prior to becoming a civil servant, Mr. Johnson was a United States Air Force officer.

He and his wife, Gloria, reside in Clinton, Maryland. They have three children and four grandchildren.



**Rear Admiral
Andrew M.
Sugimoto,**
*Commander,
USCG*

Rear Admiral Andy Sugimoto assumed his duties as Commander, Eleventh Coast Guard District in June of 2022. As such, he oversees the Coast Guard's safety, security, law enforcement and environmental stewardship operations from the California-Oregon border to Peru including Arizona, Utah, and Nevada.

Rear Admiral Sugimoto previously served as the Coast Guard's Assistant Commandant for Intelligence, where he lead the efforts of over 1,100 intelligence professionals who conduct the service's intelligence programs, to include collection activities, analysis and production, geospatial intelligence, counterintelligence, cryptology and critical IT and security functions. During this time, he also served as Director, Coast Guard Investigative Service, where he oversaw more than 400 civilian, active duty, and reserve Special Agents and support personnel to conduct investigations of actual, alleged, or suspected criminal activity in support of USCG personnel, operations, and assets world-wide.

A native of California, Rear Admiral Sugimoto graduated from the U.S. Coast Guard Academy in 1990 with a Bachelor of Science degree in Government. He graduated from the University of San Diego School of Law in 2002 and was conferred a Juris Doctorate.



**Michael S.
Regan,**
*EPA
Administrator*

Michael S. Regan was sworn in as the 16th Administrator of the United States Environmental Protection Agency on March 11, 2021, becoming the first Black man and second person of color to lead the U.S. EPA.

Administrator Regan is a native of Goldsboro, North Carolina, where he developed a passion for the environment while hunting and fishing with his father and grandfather, and exploring the vast lands, waters, and inner Coastal Plain of North Carolina.

Prior to his nomination as EPA Administrator, Michael Regan served as the Secretary of the North Carolina Department of Environmental Quality (DEQ).

As Secretary, he spearheaded the development and implementation of North Carolina's seminal plan to address climate change and transition the state to a clean energy economy. Under his leadership, he secured the largest coal ash clean-up in United States history. He led complex negotiations regarding the clean-up of the Cape Fear River, which had been contaminated for years by the toxic chemicals per- and polyfluoroalkyl substance (PFAS). In addition, he established North Carolina's first-of-its-kind Environmental Justice and Equity Advisory board to better align social inequities, environmental protection, and community empowerment.

UNIFORMED SERVICES AWARD WINNERS



**Colonel
DAMON A.
DELAROSA
U.S. Army**



**Captain
JACK TSAO
U.S. Navy**



**Senior Master
Sergeant NAZIROH
BROCKMAN
U.S. Air Force**



**Staff Sergeant
SUJUAN ZHANG
U.S. Space Force**



**Captain
EVA VAN CAMP
U.S. Coast Guard**



**Lieutenant
Commander
JULIA ZUCCO
U.S. Public Health
Service**

WEDNESDAY, MAY 10, 2023
12:00 PM—1:15 PM,
SALON A & B

UNIFORMED SERVICES

AWARDS LUNCHEON



Clarence A. Johnson,
Director of Diversity Management Operations Center, DoD

Clarence A. Johnson, a member of the Senior Executive Service, is Director, Diversity Management Operations Center, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness (USD (P&R)), Washington, D.C. He is responsible for operationalizing diversity management and equal opportunity policies and programs affecting 1.4M active duty military personnel; 1.3M Reserve Component (RC) personnel; and over 900,000 civilians within the Department of Defense (DoD). He provides supervision and direction of the Defense Equal Opportunity Management Institute (DEOMI), the premiere DoD school in equal opportunity and equal employment opportunity (EEO) training, education and research; and the Investigations Resolutions Directorate, which investigates DoD EEO complaints. Additionally, Mr. Johnson directs DoD Diversity and Inclusion efforts, including diversity outreach and the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities, and he provides executive support for the Defense Advisory Committee on Women in the Services.

Prior to becoming a civil servant, Mr. Johnson was a United States Air Force officer.

He and his wife, Gloria, reside in Clinton, Maryland. They have three children and four grandchildren.



Mario Diaz,
Deputy Under Secretary of the Army, US Army

Mr. Mario A. Diaz was appointed as the 21st Deputy Under Secretary of the U.S. Army on October 10, 2021. As the Deputy Under Secretary of the Army, he is the principal civilian senior advisor to the Secretary of the Army and Under Secretary of the Army. In his role, Mr. Diaz has management oversight of civilian senior leader assignments, the Army Test & Evaluation Executive, and other areas of policy and strategy as identified by Army senior leadership.

Mr. Diaz served as an Infantry officer for 30 years in the US Army, including combat command of both an Infantry Stryker Battalion in Iraq and an Infantry Brigade Combat Team in Afghanistan. Mr. Diaz culminated his military career as the Assistant Division Commander-Support for the 25th Infantry Division and then the Chief of Staff for I Corps. Post military career, Mr. Diaz served as a Senior Mentor and Highly Qualified Expert with the US Army Mission Command Training Program. Additionally, Mr. Diaz has served as a Special Assistant for Outreach & Mentorship to the Assistant Secretary of the Army for Manpower & Reserve Affairs.

Mr. Diaz is a graduate of the US Military Academy at West Point and the National War College in Washington D.C. Mr. Diaz also has received a Master of Arts in History. He is married to Shawn Diaz, and they have three adult daughters – Marissa, Shaylin, and Olivia.



Gilbert Cisneros, Jr.,
Under Secretary of Defense for Personnel & Readiness, CDIO, DoD

Mr. Gilbert Cisneros was sworn in as the Under Secretary of Defense for Personnel and Readiness on August 24, 2021. As the Under Secretary, Mr. Cisneros serves as the principal staff assistant and advisor to the Secretary of Defense for force readiness; force management; health affairs; National Guard and Reserve component affairs; education and training; and military and civilian personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters. On April 4, 2022, the Secretary of Defense appointed Mr. Cisneros as the Chief Diversity and Inclusion Officer (CDIO) to further advance the Department's goals of ensuring the workforce is representative and inclusive.

In 2018, the voters of California's 39th Congressional District elected Mr. Cisneros to the U.S. House of Representatives. A strong advocate for Service members and Veterans, Mr. Cisneros served on both the Armed Services and Veterans' Affairs Committees. As the co-founder of the Military Transition Assistance Pathway (MTAP) Caucus he supported and advocated on behalf of military service members returning to civilian life.

Mr. Cisneros received a B.A. in Political Science from George Washington University, an M.B.A. from Regis University, and a Master's Degree in Urban Education Policy from Brown University.

UNIFORMED SERVICES AWARD WINNERS

COL DAMON A. DELAROSA U.S. ARMY

Colonel Damon A. Delarosa is presented with the Federal Asian Pacific American Council's Uniformed Services award in recognition of his distinguished performance as the Commander of the Alaska District, U.S. Army Corps of Engineers. His engaging and empowering leadership sets the standard for delivering complex construction programs in challenging operating environments. He led a diverse organization with programs that include Military Construction, Civil Works, Foreign Military Sales, Regulatory, Engineering, Environmental, and Humanitarian Assistance. He superbly accomplished robust operations with a combined annual budget of nearly \$600 million to deliver an exceptional program on behalf of the Department of Defense, the State of Alaska, and the Nation. Colonel Delarosa's dedication and caring leadership guided the district out of a previously tumultuous command climate, through the COVID-19 pandemic, and set the conditions for successful future mission accomplishments in all areas. His outstanding performance of duty reflects great credit upon him, the United States Army Corps of Engineers, and the United States Army.



CAPT JACK TSAO US NAVY RESERVE

Captain Jack Tsao is currently Executive Officer, Navy Reserve Navy Medicine Readiness & Training Command Camp Pendleton. In his over 20-year Navy career he has served as a role model and mentor for Asian American, Native Hawaiian and Pacific Islander Sailors. He has also assisted Navy Medicine with the recruitment of Asian Americans to the military as a whole and military medicine, in particular. He has also served as a United States representative and team leader for NATO medical working groups focused on brain injury, which helped standardize the approach to mild traumatic brain injury taken by all NATO countries, and post-amputation pain. As Commanding Officer of the Navy Reserve 5th Fleet Medical Unit, he fostered an outstanding equal opportunity environment. His unit's senior enlisted leaders were all females or minorities and he oversaw the promotion (meritorious early and regular) of multiple enlisted Sailors of all races. His unit achieved a 100% re-enlistment rate (8 Sailors), a testament to the leadership of Captain Tsao and his team at a time where retention of Sailors in the Navy Reserve is at the lowest point in many years. Captain Tsao mentored Asian American medical officers, helping to guide their career paths and assist with residency and fellowship applications. He possesses a unique combination of strategic focus, regional expertise, political, cultural, and sociological awareness. In addition to his medical degree, he has a Doctorate in Physiology and a Master of Business Administration.



SMSGT NAZIROH BROCKMAN

Senior Master Sergeant Naziroh Brockman distinguished herself through exemplary service as Human Resource Advisor for the 194th Wing, Camp Murray, Washington from 1 January 2022 to 31 December 2022. During this time, Sergeant Brockman offered courses in Emotional Intelligence, Unconscious Bias, Effective Communication, Navigating Leadership Difficulties, and Coaching to over one-thousand wing members, and provided key leadership instruction to the thirty first sergeants of the Washington Air National Guard. Additionally, she facilitated four speed mentoring events, serving over one hundred junior Airmen, aiding in their career development. At the direction of the wing commander, she coordinated the Washington Air National Guard Professional Development weekend to include all logistics, financial planning, on-sight management, and provided training of twelve instructors who taught courses to 400 emerging leaders from across the state. Sergeant Brockman served as President of the National Guard Association of Washington, where she worked with state legislators to expand the National Guard Post-Secondary Grant program to include certification programs and master's degree funding and explored affordable childcare options for members on drill weekends. Finally, Sergeant Brockman developed and led the 194th Wingman Project Council, the wing diversity, equity, and inclusion organization. Her work in this arena specifically targets empowering young women in leadership roles. The distinctive accomplishments of Sergeant Brockman reflect great credit upon herself and the United States Air Force, and make her most deserving of the 2023 FAPAC Uniformed Services Award.



UNIFORMED SERVICES AWARD WINNERS

SSGT SUJUAN ZHANG U.S. SPACE FORCE

Staff Sergeant Sujuan Zhang distinguished herself as Non-Commissioned Officer-In-Charge, Personnel Section, 343d Recruiting Squadron, Offutt Air Force Base, NE from 1 January

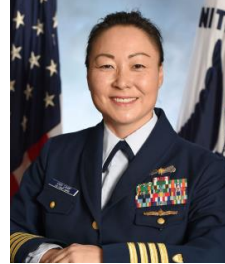


2022 to 31 December 2022. She cultivated an inclusive culture for eighty recruiting personnel, stimulating inclusivity and enrichment through various events promoting Asian traditions. Promoting the tenets of public service, she led sixty-nine Airmen for 720 hours of volunteer work at local homeless shelters, enhancing community-based relationships and increasing the dignity, respect, and resources of local transient populations. Dominating the recruiting squadron's personnel programs, she was the first of nine squadrons in the group to submit all records with 100% accuracy, increasing host-installation support for eighty members in twenty-three commercially-leased offices across 370 thousand square miles, contributing to a Defense Equal Opportunity Climate Assessment Survey 5% increase for 'Cohesive Organization' and 15% increase for 'Supportive Leadership' ratings compared to the year prior. She led the group's number one of nine squadrons for performance record accuracy and timeliness, resulting in a unit Master Sergeant promotion rate 4% higher than the command-average, securing two group Sijan nominees and the command's sole Stripes for Exceptional Performers promotion for the squadron. She inspired national pride, representation, and citizenship, contributing to the unit's 7.9% Asian accession rate, which nearly doubled the Air Force's average demographic of 4.8% Asian. She stirred female interest for a military career through representation at three recruiting events, inspiring thousands in the community and backing the unit's female accession rate 60% above the Air Force's average demographic of 21.4% female. The distinctive accomplishments of SSGt Zhang mirror the high ethical standards of the Federal Asian Pacific American Council and reflect credit upon herself and the United States Air Force.

CAPT EVA J. VAN CAMP U.S. COAST GUARD

Captain Eva J. Van Camp is cited for outstanding meritorious service as Commander, Sector Long Island Sound.

Synthesizing critical government, port and stakeholder equities, she fostered a robust maritime safety and security network safeguarding the \$4 billion marine transportation system of Connecticut and Long Island, NY. Capitalizing on these partnerships, she flawlessly directed the safe and successful inter-agency response of two bomb threats targeting a high-capacity passenger ferry company just eight days apart resulting in the apprehension of the hoax-caller. Recognizing the cumulative effect tragic search and rescue cases have on personnel, she pioneered Service-wide change spearheading a mental health resiliency workshop for Sector command center personnel, furnishing a safe arena for frank discussion, and educating members on vital support services. Dedicated to serving the community, she revitalized the pandemic hampered Partnership in Education program connecting local Coast Guard members with 1900 students and hosted the first Sector Open House in three years, drawing over 400 community members. A champion of diversity, she selflessly served as an executive member of the Coast Guard Academy Minority Outreach team and was instrumental in establishing the first New England chapter of the National Naval Officers Association and the Long Island Women's Leadership Initiative group. Captain Van Camp's ability, diligence and devotion to duty are most heartily commended and are in keeping with the highest traditions of the United States Coast Guard.



LCDR JULIA ZUCCO U.S. Public Health Service

Lieutenant Commander Julia Zucco is an exceptional leader and dedicated officer within her agency, community, and the Commissioned Corps.



She is also a vocal proponent of the Asian American, Native Hawaiian and Pacific Islanders (AANHPI) community, organizing CMS-wide events to increase AANHPI equity and raise cultural awareness. She hosted 8 CMS AANHPI-centric events, with speakers from the White House, the Department of Health & Human Services (HHS), and internationally recognized experts. The overall attendance was around 900 employees. LCDR Zucco engaged in a number of activities that supported equity and public service. In the past 5 years, she conducted 31 lectures, trainings, and presentations at conferences, organizations and agencies; volunteered for 13 community service activities; and led or participated in 8 USPHS Athletic events. In 2021, she deployed on two 30+ day missions, one as the Planning Chief to coordinate ongoing COVID-19 activity within Corps headquarters. For the other mission, she served as the Officer-In-Charge of the Operation Allies Welcome mission site in Los Angeles, collaborating with the non-profit agency Interfaith Refugee and Immigration Services to aid 140 refugees as they resettled in the US from Afghanistan. In conclusion, LCDR Zucco's exemplary history of creating opportunities for minorities, both within USPHS Commissioned Corps and CMS, through her advocacy of AANHPI equity, encouragement of AANHPI ERG member and USPHS officer development, and organization of career development, officership, and cultural awareness events demonstrates she is worthy of the 2023 FAPAC Uniformed Services Award.

CIVILIAN AWARD WINNERS

OUTSTANDING INDIVIDUAL LEADERSHIP



SES
Johnny T. Nguyen
NASA



GS 13-15
Laureen Laglagaron
DOJ



GS 1-12
Shanti Perricone
FBI

EXCELLENCE IN INDIVIDUAL ACHIEVEMENT



SES
Stacey Moy
FBI



GS 13-15
Piyachat Terrell
EPA



GS 1-12
Hanako Wakatsuki-Chong
NPS

DIVERSITY EXCELLENCE



SES
Mae Wu
USDA



GS 13-15
Caroline Goon
NIH



GS 1-12
Supatranai N. Nopakun
US ARMY



THURSDAY, MAY 11, 2023

6:00 PM - 9:00 PM

SALON A & B

CIVILIAN AWARDS BANQUET

Sanah Baig, Deputy Under Secretary for Research, Education and Economics, USDA



Sanah Baig has served USDA across two Presidential administrations. She was appointed by President Biden to serve as the Deputy Under Secretary for Research, Education, and Economics (REE) in November 2022. In her role as Deputy Under Secretary, Baig leads the management of the more than \$4 billion USDA Science enterprise responsible for ensuring U.S. agriculture's success through the advancement of science, technology, and innovation. Prior to this role, Baig served for one and a half years as the REE Chief of Staff. Before returning to federal service in 2021, Baig served for three years as Chief of Staff for the global nonprofit the Good Food Institute. She also served as Program Director at the National Association of Counties in Washington, D.C. Baig worked at USDA for six years during Obama Administration, in a variety of capacities including serving as an advisor in the Office of the Secretary, Rural Development, and the Marketing and Regulatory Programs (MRP) mission area. She is a proud D.C. resident and graduate of the University of Virginia.

Jane Nishida, Assistant Administrator, Office of International and Tribal Affairs, EPA



Jane Nishida is the Assistant Administrator for EPA's Office of International and Tribal Affairs (OITA). She served as EPA's Acting Administrator from January 20, 2021 to March 11, 2021, before the confirmation of current EPA Administrator Michael S. Regan. She was appointed by President Biden, confirmed by the U.S. Senate, and sworn in as OITA's Assistant Administrator on September 24, 2021. Nishida leads EPA's international and tribal portfolios, and is responsible for the full range of EPA's international and tribal policies, strategies and relationships. Nishida has over thirty years of environmental experience working in federal and state government, and international and nongovernmental organizations. Prior to joining EPA in 2011, Nishida served as the Senior Environmental Institutions Specialist at the World Bank. From 1995 to 2002, she was appointed as the Secretary of Maryland's Department of the Environment. Additionally, she served as the Maryland Executive Director of the Chesapeake Bay Foundation.

Dr. Ngozi Butler-Guerrier, Director of the Office of Inclusion and Civil Rights, NOAA



Dr. Butler-Guerrier is a recognized expert on providing leadership, planning, coordination, integration and execution of Equal Employment Opportunity (EEO), Diversity, Equity, Inclusion, and Accessibility (DEIA) programs. Her career spans over 20+ years combined experience in the private and federal sectors. Prior to joining the NOAA family, Dr. Butler worked as the EEO/DEIA Director at the Defense Nuclear Facilities Safety Board (DNFSB). Her ground-breaking efforts in successfully establishing, integrating, and embedding EEO/DEIA culture at DNFSB were recognized when in 2022, she was honored by agency leaders as the recipient of the "Staff Excellence Award". As the new Director for NOAA's Office of Inclusion and Civil Rights, Dr. Butler is focused on building coalitions of critical DEIA partners. Dr. Butler-Guerrier received her bachelor's degree from Florida Atlantic University, Masters of Business Administration from the University of Phoenix, and a Terminal degree from Argosy University.

Katelyn Choe, Diplomat In Residence, DoS



Katelyn Choe is a U.S. diplomat with 23 years of experience in international relations, government affairs, and leadership management overseeing large, multicultural teams. Some of her previous diplomatic tours include The Netherlands, Afghanistan, Nepal, New Zealand, and South Korea. In her current role as Diplomat in Residence (DIR) for Southern CA, Hawaii, Guam, American Samoa, and the Northern Mariana Islands, Katelyn is the primary recruiter for the U.S. Department of State and provides guidance and advice on careers, internships, and fellowships to students and professionals interested in pursuing a career in diplomacy. Katelyn learned about a career in diplomacy as a Pickering Fellow during her senior year in college and received her Masters Degree from Columbia University, which was fully funded by the State Department.

CIVILIAN AWARD WINNERS

CIVILIAN AWARDS CATEGORIES

OUTSTANDING INDIVIDUAL LEADERSHIP: Individual who has shown bold leadership and innovative ways in promoting Equal Employment Opportunity (EEO), Affirmative Action and Diversity

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

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

Johnny T. Nguyen, NASA

Outstanding Individual Leadership (SES)



Johnny T. Nguyen is the director of the Missions and Programs Assessment Division. In this position, he leads Safety and Mission Assurance (SMA) activities in support of NASA's diverse portfolio of missions and programs, including spacecraft, science payloads, launch vehicles, technology development and aeronautics. In addition, he provides the Office of SMA's primary interface with the NASA mission directorates and the center SMA organizations. Previously, he was the associate manager for Integration and Analysis in Gateway Deep Space Logistics located at Kennedy Space Center. He provided project management leadership for logistics in the areas of budget, resources, workforce, governance, contract management, configuration management, Risk Management, and life cycle schedule. Nguyen is a first generation Vietnamese who enjoys traveling and drawing.

Laureen Laglagaron, DOJ

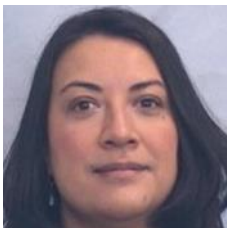
Outstanding Individual Leadership (GS 13-15)



Laureen Laglagaron is a Senior Attorney at the Federal Coordination and Compliance Section of the Civil Rights Division, U.S. Department of Justice. She leads investigations involving allegations of discrimination by law enforcement agencies, courts, prosecutorial offices and other government agencies funded by the federal government. Her work includes enforcing, coordinating, and overseeing compliance with Title VI of the Civil Rights Act of 1964; Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency; and similar federal statutes and policies that prohibit discrimination on the basis of race, color, and national origin in federally-conducted and federally-funded programs. As a leading expert on language access, Ms. Laglagaron's work focuses on national origin discrimination against persons with limited English proficiency.

Shanti Perricone, FBI

Outstanding Individual Leadership (GS 1-12)



Shanti Perricone serves as the Executive Assistant to the Section Chief of the Technology Innovation Section (TIS) in the FBI's Information Management Division. She is the administrative coordinator to the executives in all meeting scheduling, travel, supplies, and finance within the section of TIS. She also executes administrative work section wide in maintenance of section organizational documents and posts them to the greater Bureau website. Mrs. Perricone is also the lead Accessibility Liaison (AL) overseeing the coordination and testing the accessibility of systems and ensuring 508 Compliance for the Division. She regularly covers for the executive assistant in the Executive Front Office of the division, organizing and running logistics on all events that the TIS section heads.

Stacey Moy, FBI

Excellence in Individual Achievement (SES)



In February 2022, Director Christopher Wray named Stacey Moy as the special agent in charge of the FBI's San Diego Field Office. Mr. Moy most recently served as the special agent in charge of the Intelligence and Incident Response Division in the FBI's Washington Field Office (WFO). He joined the FBI as a special agent in 2004. He was first assigned to work counterintelligence and espionage cases in WFO, where he investigated penetrations of the U.S. Intelligence Community, media leaks, and economic espionage. 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 is married with three children.

CIVILIAN AWARD WINNERS

Piyachat Terrell, EPA

Excellence in Individual Achievement (GS 13-15)



Piyachat Terrell started her federal career as an outstanding scholar at NASA and joined EPA in 1998. Before joining the Office of Environmental Justice and External Civil Rights as the director of Community Engagement and assistance, Piyachat worked on the agency's diversity and inclusion efforts and established the EPA Pathways Programs Program. Piyachat leads the agency on the White House Initiative for Asian Americans, Native Hawaiians, and Pacific Islanders to advance equity, justice, and opportunity for AA and NHPI employees and communities. Piyachat is passionate about serving the communities and engaging students who are interested in environmental careers. She is also an art advocate who believes in the power of social and environmental change through art. She loves food and tennis equally.

Hanako Wakatsuki-Chong, EPA Excellence in Individual Achievement (GS 1-12)



Ms. Wakatsuki-Chong is the Superintendent at the Honouliuli National Historic Site overseeing the development of the park and is currently the lead of the NPS Japanese American Confinement Sites Working Group. She has approximately 14 years of experience in the museum and public history field. Prior to the National Park Service, Hanako worked for the Idaho State Historical Society and the U.S. Navy Seabee Museum. She recently served a 6-month detail as the Asian American, Native Hawaiian, and Pacific Islander policy advisor for the White House Office of the Chief of Staff. Hanako currently serves as the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI) Hawai'i and the Pacific Region Lead and is adjunct faculty at Johns Hopkin University.

Mae Wu, USDA

Diversity Excellence (SES)



Appointed by President Biden, Ms. Wu currently serves as the Deputy Under Secretary of Marketing and Regulatory Programs in USDA. She works collaboratively to execute Secretary Vilsack's vision across the Department to prioritize, develop, and implement regulatory policies, grant programs, strategic plans, improve DEIA, communications, and interagency collaboration. Prior to joining USDA, Ms. 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 EPA's Pesticide Program Dialogue Committee and its National Drinking Water Advisory Council. She holds a master's degree in environmental policy from the University of Cambridge, and a Juris Doctor from Duke University.

Caroline Goon, NIH

Diversity Excellence (GS 13-15)



Caroline Goon, MS, MBA, is the Principal Strategist for the Asian American, Native Hawaiian, & Pacific Islander (AA and NHPI) Employment Portfolio in the Office of Equity, Diversity, and Inclusion at the National Institutes of Health (NIH), and a 2022 recipient of the NIH Director's Award. Caroline is currently on detail through the end of April 2023 with the White House Initiative on AA and NHPs, as an Advisor and Lead Designated Federal Officer, supporting the President's Advisory Commission on AA And NHPs. Caroline cares deeply for the community and is working to empower AA and NHPs to find their voice and place in the workplace, and beyond. She is actively seeking and developing ways to intentionally cultivate multi-cultural coalitions to act as partners for greater impact.

Supatranai N. Nopakun, US Army

Diversity Excellence (GS 1-12)



Dr. Supatranai Nopakun started his career as an Safety Engineer at Northrop Grumman and then at the NASA Goddard Space Flight Center. In 2018, he joined The Boeing Company as an Environmental Health and Safety (EHS) Specialist responsible for robotics, automation, and workplace safety. He served as Chairman for the EHS Diversity, Equity, and Inclusion Council overseeing the program for 500 employees in half a dozen countries. He also serves the US Army as an officer in the Reserves, leading Civil Affairs Operations in Afghanistan, Serbia, South Korea, Thailand, the Netherlands, and Germany. He was awarded the Bronze Star Medal, the Meritorious Service Medal, the Army Commendation Medal, the Army Achievement Medal, and the Vierdaagse Cross.



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



AsianUpward is an initiative of Elevate.

About ELEVATE

Elevate is a multi-university partnership, along with Spectrum Knowledge and the University of California Office of the President—MESA. We cross-pollinate industry and academic innovation for inclusive and diverse leadership. 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.



To register or for more information, visit:

https://asianupward_power-words.2023.eventbrite.com/ or www.asianupward.com

Contact: Vu H. Pham at (714) 686-0875 or vupham@spectrumknowledge.com



TUESDAY, MAY 09, 2023
1:30PM—2:30PM
SALON A & B

P1. EXECUTIVE PRESENCE—ASIAN STYLE

Even more than words, non-verbal communication can influence your audience tremendously. These non-verbal nuances can entail physical objects, clothing, body language and external surroundings. Learn how to leverage these non-verbal elements to boost your persuasion skills. Join thousands of professionals who have attended Dr. Pham's presentations and continue to advance their careers. This fun and interactive session opens doors that will increase your influence and improve your non-verbal communication skills.



Vu H. Pham, Ph.D.
**CEO, Spectrum Knowledge &
Chair, Elevate**

As the CEO of Spectrum Knowledge & Chair of Elevate, Vu H. Pham, Ph.D., works with hundreds of organizations from the Fortune 500 to major federal government and international non-profit agencies. Elevate is a multi-university partnership with the UC Office of the President—MESA. He heads several communities of practice with ERGs and Executive-level mastermind groups and has taught Executive Education and leadership at UCLA, UC San Diego, and UC Irvine. Dr. Pham's work has been featured on national and international multimedia, such as CNN, MSNBC, the Associated Press, Forbes, Voice of America, Los Angeles Times, KSCI International Television, Strategic Innovators, Asian Week and Radio Free Asia. He has given numerous keynote speeches internationally and has written many publications. He has helped generate over a million dollars for non-profit groups and donates many hours to them.

He has held Research Fellowships at the University of California Office of the President, UCLA and UC Irvine's Merage School of Business. With a Ph.D. from

Cornell University, Dr. Pham's specialties include culture, organizational development and leadership. His books include: *Impressive First Impressions: The Most Important 30 Seconds of Your Career*, *The ERG Economy: Optimize Your Employee Resource Groups*, and *AugmentAsian: The Definitive Guide to Asian Pacific American Professional and Leadership Success*.

Dr. Pham's partner industries include: Aerospace and Defense, Utilities, Banking, Technology, Accounting and Finance, Entertainment, Healthcare, Education, and Retail.

His honors include being selected as head of a Smithsonian Museum exhibit, a Role Model for KSCI International TV's "Our Role Models" series, Entrepreneur of the Year" in California's 49th Assembly District, a Mellon Fellow, Chancellor's Scholar and Senior Advisory Board Member for the National Association of Asian American Professionals.



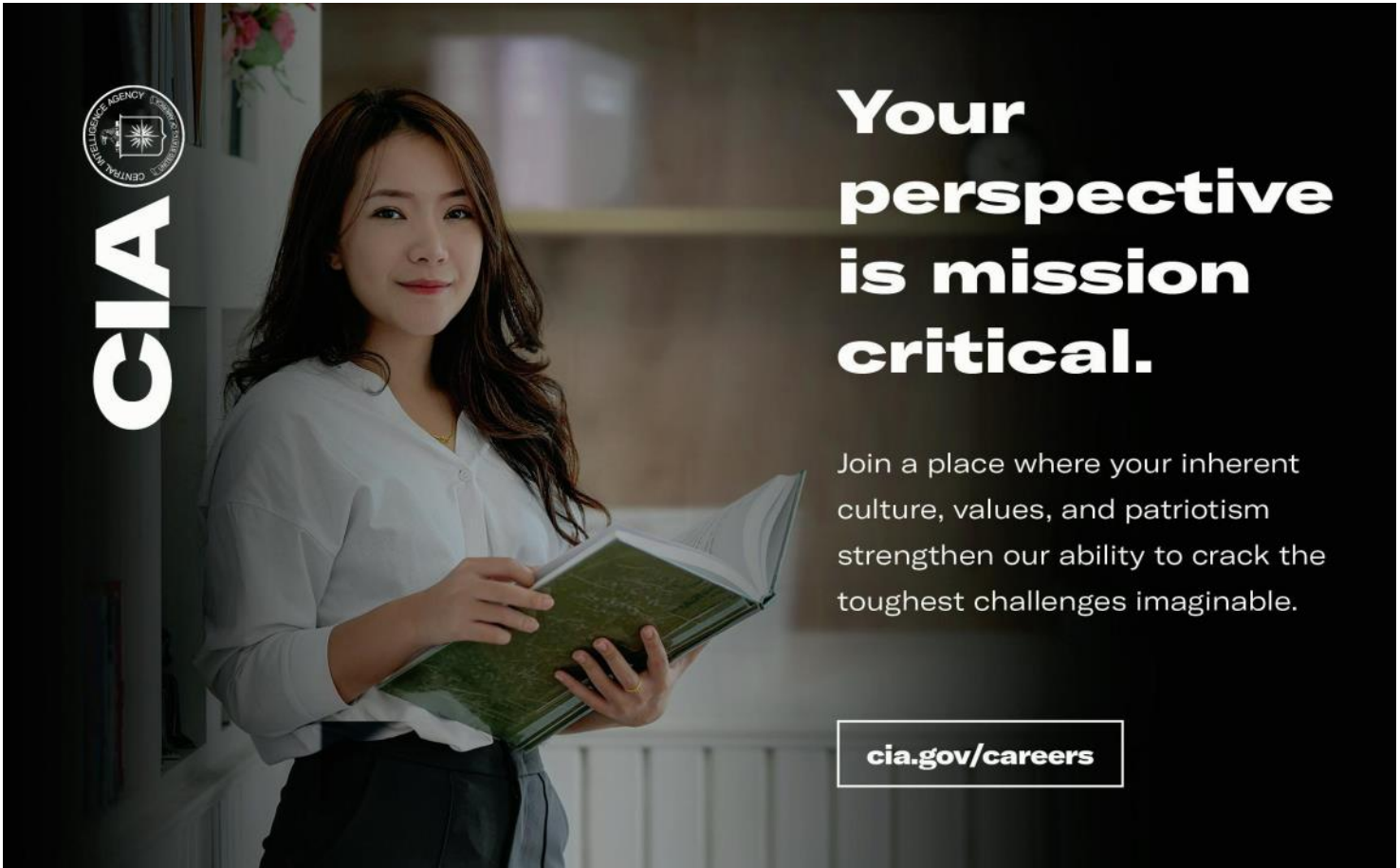
FORGE YOUR PATH


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TUESDAY, MAY 09, 2023

2:45PM—3:45PM

SALON A & B

P2. EXPANDING OPPORTUNITIES (HUD)

Expanding Opportunities: Advancing Economic Opportunities in Our Community



Claudette Fernandez
General Deputy Assistant Secretary, HUD

Claudette Fernandez is the new General Deputy Assistant Secretary for HUD's Office of Community Planning & Development (CPD). She brings over 20 years of diverse local and federal

experience in strategic leadership, policy development, stakeholder engagement, and program delivery. Most recently, Claudette served as Program Equity Director for the U.S. Department of Agriculture's (USDA) Office of the Secretary where she led and supported the establishment of USDA's first Equity Commission and various equity-related plans and policies to implement equity, environmental justice, civil rights, and tribal relations in over 20 agencies and their respective programs. Claudette earned her Master of Public Administration and Bachelor of Art in Political Science, magna cum laude, from Valdosta State University and her Master of Engineering Science in Emergency Management from George Washington University. Born in Manila, Philippines, Claudette lives in Port Tobacco, Maryland with her husband and three children.



Jean Lin Pao
Director, Office of Small and Disadvantaged Business Utilization, HUD

Jean Lin Pao is the Director for the Office of Small and Disadvantaged Business Utilization (OSDBU) at the U.S. Department of Housing and Urban Development (HUD). She serves as the

principal advocate for utilizing small and disadvantaged businesses in federal contracting to meet the Department's mission. OSDBU works in close collaboration with HUD offices to provide maximum practicable opportunities for small businesses. Ms. Pao has over twenty-five years of federal experience in small business advocacy, enterprise human capital management, policy development, and research. Ms. Pao is a graduate of Columbia University and University of Chicago. She is a Presidential Rank Award recipient, an Excellence in Government Senior Fellow, and Partnership for Public Service Outstanding Alumni Awardee. Ms. Pao is also a certified executive and leadership coach.

U.S. Department of Housing and Urban Development (HUD)



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EXPLORING THE SECRETS OF THE UNIVERSE FOR THE BENEFIT OF ALL.



Stephen T. Shih
Diversity Ambassador, NASA

Steve Shih serves as NASA's diversity ambassador, furthering NASA's diversity, equity, inclusion and accessibility (DEIA) initiatives by building key strategic alliances with external partners, enabling NASA to continue being a model agency and leader for DEIA. Shih engages NASA's partners—across the government, private sector, academia, and non-governmental organizations—to learn and promote best practices for NASA to recruit, hire, engage, and retain the most talented individuals from all backgrounds and life experiences. With his experience leading ODEO since 2017, Steve will build on his three decades of federal expertise and help us continue to enable everyone to contribute inclusively to NASA and to the United States. From October 2010 through October 2017, Shih was deputy associate director for senior executive services and performance management at the U.S. Office of Personnel Management (OPM). In this capacity, he led OPM's organization responsible for human capital management policy for the Senior Executive Service and other senior professionals, including the selection, development, performance management and recognition of federal senior executives and other senior professionals.

Shih received a Bachelor of Science degree in social psychology from Duke University and a Juris Doctor degree from the Washington University School of Law. He is a member of the bar associations for both Virginia and the District of Columbia.

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P4. TRANSFORMATION THROUGH LEADERSHIP DEVELOPMENT

WEDNESDAY, MAY 10, 2023

9:00AM–10:00AM

SALON A & B



Tiffany Worthy

Senior Advisor for Leadership Development and Equity, Office of the Director, OPM

Tiffany Worthy is the Senior Advisor for Leadership Development and Equity at the Office of Personnel Management under the Biden-Harris Administration. In this capacity, she coordinates with the White House Presidential Personnel Office on leadership development for Biden-Harris appointees, advises the OPM Director on learning and development initiatives, and leads agency-wide implementation of the Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. Tiffany comes to OPM with over 13 years of experience in leadership development, teaching, and training, and she most recently served on the Biden-Harris transition team. Previously, she worked at the Obama Foundation where she led instructional design of online and blended learning for community leadership programming.

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

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

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Clean Energy Corps.

With the passage of the Bipartisan Infrastructure Law, the Department of Energy launched the **Clean Energy Corps** to hire individuals committed to public service and with a mission of supercharging the clean energy revolution.

DOE also supports the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders, helping broaden access to economic resources and opportunities.



P5. SENIOR OFFICERS FORUM



**Major General
Andrew J.
Juknelis,
Deputy,
Combined
Rear Area
Coordinator,
U.S. Forces Korea/Combined
Forces Command Daegu,
Republic of Korea, DoD**

Major General Andy Juknelis was assigned as the Deputy, Combined Rear Area Coordinator in Daegu, Korea in November 2022 after success as Commanding General of the 108th Training Command (Initial Entry Training) in Charlotte, North Carolina from 2020 to 2022.

He was commissioned into the Infantry at the United States Military Academy at West Point in 1988 with a BS in Aerospace Engineering. Upon completion of Infantry Officer Basic Course and the US Army Ranger School at Fort Benning, he was assigned to the 9th Infantry Regiment “Manchu” with the 7th Infantry Division at Fort Ord, CA. He deployed as part of the Multinational Force and Observers in Sinai, Egypt, and was awarded the Expert Infantry Badge. As a Platoon Leader on Operation Just Cause in Panama, he was awarded the Combat Infantry Badge and the Armed Forces Expeditionary Medal.

MG Juknelis received the Order of National Security Cheonsu Medal signed by Korean President Moon Jae In for his leadership as the Eighth US Army (Wartime) Chief of Staff in the certification of the Combined Ground Component Command Headquarters in the Korea from 2016 to 2020.

MG Juknelis has a Masters Degree in Business Administration from Santa Clara University and a Masters in Strategic Studies and National Security from the US Army War College.



**Captain
Taylor Q.
Lam
Commander,
Sector San
Francisco,
USCG**

Captain Lam assumed command of Sector San Francisco in June 2021. As Commander, Sector San Francisco he leads nearly 620 Active, Reserve, and Civilian Coast Guard men and women operating three Cutters, seven Small Boat Stations, an Aids to Navigation Team, a Vessel Traffic Service, and a Marine Safety Detachment in addition to more than 1,000 Coast Guard Auxiliarists. His area of responsibility spans from the Oregon border to the San Luis Obispo County line as well as much of Nevada, Utah, and parts of Wyoming, and includes over 2,500 miles of shoreline within the San Francisco Bay and its tributaries.

Captain Lam is a native of Riverside, CA and enlisted in the United States Coast Guard in 1996. He is a 1998 graduate from the University of California, Riverside, earning a Bachelor of Arts degree in psychology, a 2005 graduate from Boston University’s Master of Arts program in criminal justice, and a 2011 graduate from the College of William and Mary’s Masters program in public policy.

His personal awards include three Meritorious Service Medals, four Coast Guard Commendation Medals, Department of Transportation 9-11 Medal, Commandant’s Letter of Commendations, and other Service awards.



**Rear Admiral
Robert C.
Nowakowski,
Reserve Vice
Commander,
U.S. Naval
Forces
Central
Command,**

Rear Adm. Robert C. Nowakowski is a native of Chicago and is the son of a Korean/Vietnam war veteran and grandson of a WWII veteran. He graduated from Northwestern University in 1992 with a Bachelor of Science in Biomedical Engineering and holds a Master of Science in Mechanical Engineering from San Diego State University, a Master of Business Administration from California State University San Marcos, and a Technical Engineer Program Management Certification from Stanford University.

A designated surface warfare officer and joint qualified officer, Nowakowski earned his Joint Professional Military Education from the Air University’s Air Command and Staff College at Maxwell Air Force Base and Joint Forces Staff College. He is a graduate of the Navy Senior Leadership Seminar course and a member of the Secretary of the Navy’s National Navy Reserve Policy Board.

His four reserve unit command tours include LCS Seaframe Detachment 103, U.S. 3rd Fleet Joint Forces Maritime Component Command Detachment Phoenix; Commander Navy Region Southwest Regional Operations Center; and Commander Naval Surface Force, U.S. Pacific Fleet Headquarters. His previous flag officer assignments include deputy commander, Naval Education and Training Command Force Development and deputy commander, Navy Recruiting Command from October 2019 to September 2021. He served as the Navy’s Global Mine Warfare Commander (MIWC) from November 2020 to May 2021 and Commander, Task Force LCS from April 2021 to May 2022.

P6. EXECUTIVE WOMEN'S LEADERSHIP FORUM

THURSDAY, MAY 11, 2023
9:00AM—10:00AM
SALON A & B



Katelyn Choe, Diplomat in Residence, Department Of State

Katelyn Choe is a U.S. diplomat with 23 years of experience in international relations, government affairs, and leadership management overseeing large, multicultural teams. Some of her previous diplomatic tours include The

Netherlands, Afghanistan, Nepal, New Zealand, and South Korea. In her current role as Diplomat in Residence (DIR) for Southern CA, Hawaii, Guam, American Samoa, and the Northern Mariana Islands. Katelyn is the primary recruiter for the U.S. Department of State and provides guidance and advice on careers, internships, and fellowships to students and professionals interested in pursuing a career in diplomacy. Katelyn learned about a career in diplomacy as a Pickering Fellow during her senior year in college and received her Masters Degree from Columbia University, which was fully funded by the State Department. In her current role as the DIR, she wants to help build a diverse and representative Diplomatic Corps that reflects and represents America, one where diversity and inclusion make us stronger, smarter, more creative, and more innovative. She is married to a publisher who can do his job and stay happy as long as there are reliable internet and bike paths. They have two children and two rescue dogs but she wishes she could have more (dogs, that is).



Jane Nishida, Assistant Administrator, Office of International and Tribal Affairs, EPA

Jane Nishida is the Assistant Administrator for EPA's Office of International and Tribal Affairs (OITA). She served as EPA's Acting Administrator from January 20,

2021 to March 11, 2021, before the confirmation of current EPA Administrator Michael S. Regan. She was appointed by President Biden, confirmed by the U.S. Senate, and sworn in as OITA's Assistant Administrator on September 24, 2021.

Nishida leads EPA's international and tribal portfolios, and is responsible for the full range of EPA's international and tribal policies, strategies and relationships. She represents EPA within the United States Government and works closely with tribal governments, foreign governments, international organizations, and other key stakeholders on matters relating to the environment.

Nishida has over thirty years of environmental experience working in federal and state government, and international and nongovernmental organizations. Prior to joining EPA in 2011, Nishida served as the Senior Environmental Institutions Specialist at the World Bank. From 1995 to 2002, she was appointed as the Secretary of Maryland's Department of the Environment. Nishida received a Bachelor of Arts in International Affairs from Lewis & Clark College in Portland, Oregon and a Juris Doctorate from Georgetown Law Center in Washington, D.C.

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P6. EXECUTIVE WOMEN'S LEADERSHIP FORUM



Thuy Ho,
Deputy
Director,
Office of the
Chief
Information
Officer, DOJ

Ms. Ho currently serves as Deputy Director (DD) under Office of the Chief Information Officer (OCIO) at the Department of Justice (DOJ). She is a technically savvy executive with almost 30 years of experience in Financial Systems Management, Strategic Policy Planning, Information Technology (IT) Management, and Operational Support. She directs OCIO's budget and financial services for Working Capital Fund (WCF) valued over \$600M and Justice Information Sharing Technology (JIST) valued over \$130M. DD

Ho has been an architect on many high-visibility initiatives for the DOJ over the past two decades. In 2012, she was selected to lead the implementation of a complex budgeting, financial, and procurement system called Unified Financial Management System (UFMS) for the United States Marshals Services (USMS). UFMS was the first major information technology (IT) investment in over a decade for the USMS. It provided modernization of core business processes for the agency. The UFMS system is now used by many components under DOJ. DD

Ho's passion is to help develop future leaders while guiding staff to new heights of professionalism, as well as cultivating an environment of continual development and growth.



Rear Admiral
Shoshana
Chatfield,
President,
Naval War
College, USN

Rear Admiral Shoshana Chatfield is a native of Garden Grove, California, and a 1987 graduate of Boston University with a Bachelor of Arts in International Relations and French Language and Literature. She received her commission through Naval Reserve Officer Training Corps (NROTC) in 1988 and earned her wings of gold in 1989. Chatfield was awarded the Navy's Political/Military (Pol-Mil) Scholarship and attended the Kennedy School of Government, receiving a Master of Public Administration from Harvard University in 1997. In 2009, the University of San Diego conferred upon her a doctorate of education.

She was assigned to Helicopter Combat Support Squadrons (HC), serving in HC-1, HC-3, HC-5 and twice in HC-11 before making the move to the Helicopter Sea Combat (HSC) community. Operationally, she flew the SH-3, CH-46D and MH-60S and deployed in helicopter detachments to the Western Pacific and Arabian Gulf supporting carrier strike group and amphibious ready group operations. Ashore, she participated in the Joint Staff/OSD Internship Program, augmenting the Joint Staff, Plans and Policy (J-5) Directorate, Central & Eastern European Branch; was assigned as deputy executive assistant to the chief of naval operations; was senior military assistant to the supreme allied commander Europe; and was the United States deputy military representative to the NATO Military Committee.



Dr. Ngozi
Butler-
Guerrier,
Director of
the Office
of
Inclusion
and Civil

Rights, NOAA

Dr. Butler-Guerrier is a recognized expert on providing leadership, planning, coordination, integration and execution of Equal Employment Opportunity (EEO), Diversity, Equity, Inclusion, and Accessibility (DEIA) programs. Her career spans over 20+ years combined experience in the private and federal sectors.

Prior to joining the NOAA family, Dr. Butler worked as the EEO/DEIA Director at the Defense Nuclear Facilities Safety Board (DNFSB). In that capacity, she collaborated with agency executives to establish and integrate the agency's first-ever EEO/DEIA program from ground zero. Her ground-breaking efforts in successfully establishing, integrating, and embedding EEO/DEIA culture at DNFSB were recognized when in 2022, she was honored by agency leaders as the recipient of the "Staff Excellence Award". As the new Director for NOAA's Office of Inclusion and Civil Rights, Dr. Butler is focused on building coalitions of critical DEIA partners and has an ambitious goal of establishing a coordinated NOAA-wide approach to integrating DEIA principles into management practices. Dr. Butler-Guerrier received her bachelor's degree from Florida Atlantic University, Masters of Business Administration from the University of Phoenix, and a Terminal degree from Argosy University. In her spare time, Dr. Butler-Guerrier enjoys running, weight training and hanging out with her two beautiful adult children, Christine and Crystal Guerrier.

P7. MAKE THE INVISIBLE, VISIBLE

THURSDAY, MAY 11, 2023
12:45PM—1:45PM
SALON A & B

How data reveals the impact of cultural bias and stereotypes and what the Intelligence Community plans to do to address the impact

Khuyen Tran

Khuyen Tran is the Acting Group Chief of the Strategy and Policy Group for Intelligence Community Diversity, Equity, Inclusion, and Accessibility (IC DEIA) at the Office of the Director of National Intelligence (ODNI). She is responsible for implementing strategy and policy for presidential memorandum and executive orders to advance DEIA across the IC. Khuyen also works with the White House Initiative for Asian Americans, Native Hawaiians, and Pacific Islanders interagency working group for advancing equity, justice, and opportunities in health, socioeconomic, employment, and education. Before this role, Khuyen worked at the Intelligence Community Inspector General at ODNI and the Department of Treasury's Office of Inspector General.

Karyne Williams

Karyne Williams is the Senior Analytic Methodologist for the Office of the Director of National Intelligence (ODNI), Intelligence Community Diversity, Equity, Inclusion, and Accessibility (IC DEIA) Office, where she applied data-driven analytic rigor to help assess the IC's DEIA gaps. She is responsible for implementing analytic best practices to IC demographic and survey data reports. Karyne has served on several IC Employee Resource Groups' leadership boards, developed mentoring and networking programs for underrepresented officers, created programming to educate the workforce about intersectional topics, and participated in recruiting efforts to encourage Asian American undergraduate students to apply to the IC. Her educational background in data science and political psychology includes coursework on the effects of racial bias and ideology on a number of outcomes like hiring success rates, voting behavior, and policing, and she applies these insights in her current role.

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**Senior Chief
Malia
Chasteen
Command
Senior Chief
Base Los
Angeles Long**

Beach, USCG

Senior Chief Malia Chasteen assumed the duties as Command Senior Chief, Base Los Angeles Long Beach July 2022. Her primary responsibility is to advise the Commanding Officer of Base Los Angeles Long Beach, on all issues and initiatives pertaining to all Coast Guard and their families within Base Los Angeles Long Beach.

She is a CG Change Agent and Diversity and Inclusion facilitator and a certified D&I empowerment Coach. To date she has facilitated the workshop to over 250 members across the service and approximately twenty coaching interactions. She is a graduate of various service schools including Boat Forces Command Cadre, National Aids to Navigation Schools, the STAR Maritime Institute and is currently enrolled in American Military University pursuing a degree in Communications.

In addition to various personal and unit level awards, she wears the Officer in Charge Afloat and Ashore device for the Multi Mission specialty, the Permanent Cutterman insignia, and the Advanced Boat Forces insignia.

Malia (Lia) is the proud mother of 9yo son Miles, dog Eddy, and guinea pig Oreo. They all enjoy concerts, outdoor adventures, long walks on the beach, roller skating, and pickleball.



**Captain
Taylor Q. Lam
Commander,
Sector San
Francisco,
USCG**

Captain Lam assumed command of Sector San Francisco in June 2021. As Commander, Sector San Francisco he leads nearly 620 Active, Reserve, and Civilian Coast Guard men and women operating three Cutters, seven Small Boat Stations, an Aids to Navigation Team, a Vessel Traffic Service, and a Marine Safety Detachment in addition to more than 1,000 Coast Guard Auxiliarists. His area of responsibility spans from the Oregon border to the San Luis Obispo County line as well as much of Nevada, Utah, and parts of Wyoming, and includes over 2,500 miles of shoreline within the San Francisco Bay and its tributaries.

Captain Lam is a native of Riverside, CA and enlisted in the United States Coast Guard in 1996. He is a 1998 graduate from the University of California, Riverside, earning a Bachelor of Arts degree in psychology, a 2005 graduate from Boston University's Master of Arts program in criminal justice, and a 2011 graduate from the College of William and Mary's Master's program in public policy. His personal awards include three Meritorious Service Medals, four Coast Guard Commendation Medals, Department of Transportation 9-11 Medal, Commandant's Letter of Commendations, and other Service awards.

He is a 1998 graduate from the University of California, Riverside, earning a Bachelor of Arts degree in psychology, a 2005 graduate from Boston University's Master of Arts program in criminal justice, and a 2011 graduate from the College of William and Mary's Master's program in public policy.



**Commander
Rhianna Macon
Chief of
Response
Operations,
Sector San
Francisco,**

USCG

Commander Rhianna Macon has served as the Sector San Francisco Response Department Head since June of 2020. She leads over 350 active duty and reserve personnel and provides direct oversight of 7 small boat stations, three 87' Patrol Boats & a Sector Boarding Team in execution of maritime safety & security within one of the Coast Guard's largest operational commands which includes 9 shipping ports, the 5th largest U.S. container port, and 3rd busiest ferry port. CDR Macon also serves as Active Search Suspension Authority and Search and Rescue Mission Coordinator for the Coast Guard's busiest Search and Rescue unit and is a delegated Federal On-scene Coordinator representative for the country's 4th largest oil transfer port and over 2,500 square miles of one of the country's most environmentally sensitive coastlines and inland river/delta systems from the California Oregon border to the San Luis Obispo county line.

Born and raised in Honolulu, Hawai'i, CDR Macon graduated with a Bachelor of Science degree in Environmental Science and received her commission in 2003 after graduating from Officer Candidate School in New London, Connecticut.

As an Incident Management professional, CDR Macon is a 2021 graduate of the National Emergency Management Executive Academy and a qualified Type III Incident Commander, having responded to multiple Type 1 and 2 incidents. CDR Macon is the recipient of the 2019 Federal Asian Pacific American

WORKSHOP: SERIES ONE

BREAKOUT 1: MILITARY

BARCELONA

A1: Army Opportunities

Major Victor Shen

Executive Officer for Task Force Strategic Officer Recruiting Detachment, DOD

Major Victor Shen is currently assigned as the Executive Officer for Task Force Strategic Officer Recruiting Detachment (TF SORD) of US Army Cadet Command. He graduated from the United States Military Academy (USMA) at West Point in 2008 and commissioned into the Regular Army's Finance Corps. After graduation and commissioning, from 2009-2011, Victor served in Iraq with the 10th Mountain Division and in Afghanistan with a Joint Special Operations Task Force. From 2012-2014, Victor was privileged to command the Long Beach (California) Recruiting Company. Following command, he worked at the White House with First Lady Michelle Obama's and Second Lady Dr. Jill Biden's Joining Forces Initiative supporting military and veteran's families on employment, education, and wellness. From 2016-2019, he served at United States European Command as an Operations Officer, Program Analyst, Budget Analyst, and Plans Officer. From 2020-2021, he served Pentagon assignments as an Operations Officer for the US Army's COVID-19 Team, the Deputy Comptroller of the DOD's Inauguration Task Force, and an Assistant Team Chief for the Army Operations Center in the Pentagon's National Military Command Center (24/7 worldwide oversight for all DOD activities).

In his spare time, Victor enjoys mentoring, scuba diving, and travel. Victor speaks mandarin Chinese and has volunteered for over 20 years with the Committee of 100, a US based non-partisan non-profit that promotes better US-China relations and participation of Chinese-Americans in society. In 2014, he earned the Master in Business for Veterans from the University of Southern California (USC) in the inaugural class. Victor has completed all academic courses for his Master of Science in Strategic Intelligence from National Intelligence University. He will complete his thesis focused on cryptocurrencies and national security.

Victor's awards and decorations include the Valorous Unit Award, Bronze Star Medal, Defense Meritorious Service Medal, Meritorious Service Medal, Military Outstanding Volunteer Service Medal, the Army Staff Identification Badge and the Combat Action Badge.



BREAKOUT 2: D&I/HR/EEO PRACTITIONERS

TOKYO

B1: Activate DEIA

This presentation discusses how the NCIS and DIPO are utilizing the DEI model to Activate the agency's DEI initiatives in order to implement best business practices, encourage collaboration, and deliver proven solutions to nurture a more ready, resilient, and globally engaged workforce.

Kay K. Een

Chief Diversity and Inclusion Officer, NCIS Diversity and Inclusion Program Office, DOD

Special Agent Kay Een serves as the Chief Diversity and Inclusion Officer (CDIO) for the Naval Criminal Investigative Service (NCIS) Diversity and Inclusion Program Office (DIPO). She is tasked to synchronize diversity, equity and inclusion efforts across the agency and collectively support initiatives to implement the best business practices, encourage collaboration, and deliver proven solutions to nurture a more ready, resilient, and globally engaged workforce.

Special Agent Een started her career with NCIS in her home state of Hawaii in 2003. As an Agent, she has worked across the spectrum of criminal investigations, to include specializing in Internet Crimes Against Children and Procurement Fraud investigations. She served in multiple offices including Okinawa, Japan; Camp Pendleton, CA; Washington DC and NCIS Headquarters Quantico, VA. Prior to her current assignment, she was the Resident Agent in Charge of NCISRA Okinawa where she held direct operational command of NCIS' Criminal Investigations and National Security mission in support of the Navy and Marine Corps across the Okinawa Prefecture, as well as, in MCAS Iwakuni and surrounding areas.

Special Agent Een holds a Bachelor's of Science in Forensic Science from Chaminade University of Honolulu and is a Certified Coach for Leadership and Organization Well-Being. Prior to NCIS, Special Agent Een served honorably in the United States Navy as an Air Traffic Controller (Aviation Warfare) and Naval Air Crewman where she deployed in support of both Operations ENDURING FREEDOM and IRAQI FREEDOM.

Special Agent Een resides in Honolulu, HI with her husband, LtCol Chad Grimmert, USMC, and two children, Kenji and Cora.



BREAKOUT 3: CAREER DEVELOPMENT MELBOURNE

C1: Collective Influence: Reimagining Influence Collaboratively and Strategically

Researchers at Harvard and Northwestern Universities demonstrate that managers who sent redundant messages accomplished requests faster. Multiple messages catalyze better outcomes from these individuals who leverage influence effectively. What if we build on this individual influence and reimagine methods to subtly nudge impact collaboratively as a group? In fact, some cultures focus more on collectivism than individualism, so how do we unlock these different dimensions for maximum mutual impact? Enter Collective Influence. This model and method features multimedia modes that engage several stakeholders strategically—all toward stronger influence. Join us to learn how to influence synergistically!

Minh A. Nguyen, Ph.D.
Executive Director, Office of Strategic Management, FAA

Dr. Minh Nguyen currently serves as an Executive Director of Strategic Planning for the FAA's Office of Commercial Space Transportation. He oversees commercial space policy, regulations, standards, research & development, budget & finance, human capital planning, learning & development, strategic planning, international engagement, and spaceports.

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), and has been training AAPI managers to become executives in the federal government, as part of AAGEN's Senior Executive Development Program. He obtained his undergraduate, graduate, and doctorate degrees in Electrical Engineering from Virginia Polytechnic Institute and State University (Virginia Tech).



Vu H. Pham, Ph.D.
CEO, Spectrum Knowledge & Chair, Elevate

See Dr. Vu Pham's bio on P1 Plenary section.



BREAKOUT 4: PERSONAL DEVELOPMENT SHANGHAI

D1: Advancing Leaders Through Networking Opportunities

Cynthia D. Dunn
Director of the Office of Equity, Diversity and Inclusion
Tax Exempt and Government Entities, IRS



Cynthia (Cin-dee) D. Dunn currently serves as the Director of the Office of Equity, Diversity and Inclusion, Tax Exempt and Government Entities, within the Internal Revenue Service (IRS). Cynthia has held this position in Washington, DC since 2004. She started her federal government career in 1980 as a GS-01 Clerk Typist under the Stay-in-School Program. She began her career in the field of Equal Employment Opportunity and Diversity in 1992.

Cin-dee honorably holds life memberships with the following National EEO organizations: Blacks in Government, Federal Asian Pacific American Council, Federally Employed Women, National Image, Inc., and Society of American Indian Government Employees.

Cynthia is a proud recipient of the 2018 Woman of the Year award given by the National Image, Inc. (NII), the recipient of the 2018 Champion for Diversity award given by Federally Employed Women (FEW) and the recipient of the 2019 Spirit award given by the Society of American Indian Government Employees (SAIGE).

Cin-dee participates in the FAPAC Career Development Program as a workshop presenter and a CDP Mentor, and for the National Leadership Training Program as a workshop presenter.

Cynthia resides in Waldorf, MD. She has two sons and five grandchildren.

Advertisement



WORKSHOP: SERIES TWO

BREAKOUT 1: MILITARY

BARCELONA

A2: Leading As A Mentor - Mentorship is Leadership

Are you a leader? Do you consider yourself a mentor? Creating strong mentoring relationships is an essential component of leadership. Central to these relationships is both the art and science of mentoring. This session will focus on the lessons Military Mentors has learned from military organizations, both large and small, as well as best practices for mentoring from across industry. Participants will walk away with a deeper understanding of why mentoring is truly important today, as well as practical ideas to make an immediate impact in their mentoring relationships going forward.



Sabrina Dalton

Sabrina Dalton currently serves as the Director of Programs for Military Mentors. In this role as the Director of Programs, she oversees the eMentorship Program, a 5-month leader development fellowship, and the M-Moment, a one-day, biannual leadership conference in the DC area.

Sabrina received her undergrad degree in Public Service with a concentration in Nonprofit Management from the University of Colorado. Prior to joining Military Mentors, she served in several roles across multiple spouses' clubs and served as an Air Force Key Spouse for the 90 MSFS, 90 SSPTS and 377 WSSS, culminating in being recognized as the 2017 Key Spouse of the Year for Global Strike Command, USAF.

Most importantly, Sabrina is a wife, homeschooler, and mother. She is married to Tyler, a United States Space Force Officer and together they have three children that they love to take on adventures.

BREAKOUT 2: D&I/HR/EEO PRACTITIONERS TOKYO

B2: Everything You Need to Know about Presidential Executive Orders around DEIA – 101

This presentation will give you the background of Executive Orders around Diversity, Equity, Inclusion and Accessibility (DEIA). What is an Executive Order (EO)? How does an Executive Order differ from a Law? Definitions of Diversity, Equity, Inclusion and Accessibility will be discussed. Several Executive Orders will be introduced and information on each will be shared. Key components of DEIA Executive Order 14035 will be defined and the differences between an Equity EO and DEIA EO will be discussed.



Cynthia D. Dunn

**Director of the Office of Equity, Diversity and Inclusion
Tax Exempt and Government Entities,
Internal Revenue Service**

Cynthia (Cin-dee) D. Dunn currently serves as the Director of the Office of Equity, Diversity and Inclusion, Tax Exempt and Government Entities, within the Internal Revenue Service (IRS). Cynthia has held this position in Washington, DC since 2004. She started her federal government career in 1980 as a GS-01 Clerk Typist under the Stay-in-School Program. She began her career in the field of Equal Employment Opportunity and Diversity in 1992.

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Cin-dee participates in the FAPAC Career Development Program as a workshop presenter and a CDP Mentor, and for the National Leadership Training Program as a workshop presenter.

Cynthia resides in Waldorf, MD. She has two sons and five grandchildren.

BREAKOUT 3: CAREER DEVELOPMENT MELBOURNE**C2: Leveraging DEI&A to Empower Organizational Competitive Advantage**

The presentation will address how globalization is continuously changing the dynamic landscape for organizations, which in turn, manifests a need for organizations to seek to further their competitive advantage to be effective within the global environment. In order to truly excel on this front, organizational leaders must strive to build great teams using a Diversity, Equity, Inclusion, and Accessibility (DEI&A) lens in support of its personnel actions, i.e., talent management and professional development opportunities.

Robert M. Baggett

**Special Agent-in-Charge
Office of Inspector General
Department of Agriculture**

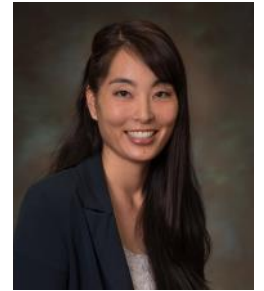
Robert M. Baggett manages several headquarters business operations portfolios for the Office of Investigations, which includes operational budgets, the Hotline and Asset Forfeiture Units, policy, training, and emergency support functions, as well as various national investigative and logistics programs. Robert is also a Leadership Coach for the Council of the Inspectors General on Integrity and Efficiency (CIGIE Professional Development Committee).

Throughout his 22 years of government service, Robert has held law enforcement positions at the city and state levels and was a member of the State Department's Foreign Service where he was assigned to Los Angeles, Washington, D.C., China, Vietnam, and Iraq. During these diplomatic assignments, Robert established the first Federal criminal investigations program in Northeast China, managed several critical security programs, and was a member of U.S. Mission Vietnam's Rule of Law Working Group.

Beyond his career in public service, Robert enjoys teaching as an Adjunct Professor. For over 10 years, he has taught public administration, criminal justice, and general education courses for universities such as the University of North Florida, University of Central Florida, California State University East Bay, Southern New Hampshire University, and the University of Arizona Global Campus. He holds undergraduate and graduate degrees in Criminal Justice, a Masters in Public Administration, and a Masters of Arts in Curriculum and Instruction as well as a Juris Doctor.

**BREAKOUT 4: PERSONAL DEVELOPMENT SHANGHAI****D2: Amplifying Your Voice**

Ms. Kodama will be providing a workshop on what techniques to utilize to improve your communication skills. These skills will enable the attendees to learn how to effectively amplify your voices when speaking and presenters to others, given the needs of the respective audience. She will also share her experiences in STEM and discuss how that made her the Leader and contributor that she has become to the professional community. Ms. Kodama will also share some past work she has done in the community within the LA and California area to share how this has shaped how she has worked and led in her professional career.



**Nicole Kodama
Vice President & B-2 Program Manager, Strike
Northrop Grumman Aeronautics Systems**

Nicole "Nikki" Kodama is the vice president and B-2 Spirit program manager for Northrop Grumman Aeronautics Systems, a premier provider of military aircraft, autonomous systems, aerospace structures and next-generation solutions. In this role, she oversees all areas of the B-2 program, which includes the development, sustainment and modernization of the B-2 aircraft. Previously, Kodama was the vice president and chief information officer for Aeronautics Systems where she led implementation of innovative IT solutions. Prior to that role, Kodama was the director of capture competitiveness and strategy for a corporate priority capture. Her background is in military aircraft production and sustainment, specifically in fuel and hydraulic subsystems.

She is currently the executive co-sponsor for an enterprise-wide program, Women in Science and Engineering, which encourages women to pursue technical career paths. Kodama is also the Aeronautics Systems sector executive sponsor for the Asian Pacific Professional Network employee resource group.

Kodama graduated from the University of California, Los Angeles with a bachelor's degree in mechanical engineering and earned her master's in business administration from the Drucker School of Management at Claremont Graduate University. Outside of work, Kodama is active in the community and supports several nonprofit organizations including the Japanese American Community and STEM/STEAM education.

WORKSHOP: SERIES THREE

BREAKOUT 1: MILITARY

BARCELONA

A3: Army Mentorship

Captain Di Sang

Assistant Professor of Military Science, Department of Defense

CPT Di (Dee) Sang was born in Shanghai, China and moved to San Gabriel Valley, California in 2001. He enlisted as an

Airborne Infantryman in 2005 and later received a commission in the Quartermaster Corps in 2015. In 2013, he obtained a Bachelor of Science degree in Business Administration from Post University, CT, followed by a Master's degree in Business Management from Azusa Pacific University, CA, in 2015.

As a commissioned officer, CPT Sang served as the distro platoon leader in A Company, 325th BSB, 3rd IBCT, 25th ID. He also served as a Maintenance Control Officer for B Co, 325th BSB from December 2016 to December 2017. From December 2017 to June 2018, he was the company executive officer for E Company, 91st BEB, 3rd IBCT, 25th ID. He went back to 325th BSB as Operations Officer between June 2018 and September 2018, and then reported to Fort Lee after graduating from the Captain's Career Course at Fort Lee, VA, in 2019. CPT Sang then took command of the U.S. Army Redlands Recruiting Company, where he served for two years.

In 2021, he began duty as the Assistant Professor of Military Science (APMS) at California State University of Dominguez Hills Southern California. He moved to the University of Southern California as APMS and Officer in Charge since June 2022 and is currently enrolled in the USC Marshall Global Supply Chain Management cohort 2023 program.

CPT Sang has received numerous military awards and decorations, including the Meritorious Service Award, Army Commendation Medal with four Oak Leaf Clusters (OLCs), the Army Achievement Medal with 4 OLCs, three Good Conduct Medals, the National Service Medal, the Afghanistan Campaign Medal with Campaign Star, the Iraq Campaign Medal with Campaign Star, the Global War on Terrorism Service Medal, the Non-Commissioned Officer Professional Development Ribbon with 2nd Award, the Oversea Service Ribbon with 2nd Award, the Combat Infantry Badge, the Parachutist Badge, the Air Assault Badge, and the Recruiter Badge. He currently resides in Temple City, CA, with his wife and three children.



BREAKOUT 2: D&I/HR/EEO PRACTITIONERS

TOKYO

B3: Cross Generational Communications: How Can All Five Generations Work Together Effectively?

By having 5 generations all working together, we can reap the benefits that each generation offers by understanding how they were affected and shaped by the times in which they lived. Join this session and discuss how this knowledge can be used to learn better communication skills, deal with change, increase productivity and develop a more respectful workplace. Learn and understand the differences between the generations. Gain an understanding of how to work with each generation to enable a more productive workplace, even in a virtual environment.

Cynthia D. Dunn

**Director, Office of Equity, Diversity and Inclusion
Tax Exempt and Government Entities
Internal Revenue Service**

Cynthia (Cin-dee) D. Dunn currently serves as the Director of the Office of Equity, Diversity and Inclusion, Tax Exempt and Government Entities, within the Internal Revenue Service (IRS). Cynthia has held this position in Washington, DC since 2004. She started her federal government career in 1980 as a GS-01 Clerk Typist under the Stay-in-School Program. She began her career in the field of Equal Employment Opportunity and Diversity in 1992.

Cin-dee honorably holds life memberships with the following National EEO organizations: Blacks in Government, Federal Asian Pacific American Council, Federally Employed Women, National Image, Inc., and Society of American Indian Government Employees.

Cynthia is a proud recipient of the 2018 Woman of the Year award given by the National Image, Inc. (NII), the recipient of the 2018 Champion for Diversity award given by Federally Employed Women (FEW) and the recipient of the 2019 Spirit award given by the Society of American Indian Government Employees (SAIGE).

Cin-dee participates in the FAPAC Career Development Program as a workshop presenter and a CDP Mentor, and for the NLTP as a workshop presenter.

Cynthia resides in Waldorf, MD. She has two sons and five grandchildren.



BREAKOUT 3: CAREER DEVELOPMENT MELBOURNE

C3: Drivers vs Drainers

If you want to get the most out of your people, you need to know what drives them. What are they passionate about, where do they want to focus their energy, and what do they expect from themselves, others, and their job. Not everyone is driven in the same way. The DRiV enables you to capitalize on individual and collective drivers to help your people become better leaders, stronger team members, and more satisfied, productive employees.



Joy B. Reiff, M.B.A., B.S. Ed.
Education & Training Specialist
Division of Manufacturers Assistance and Training
Office of Communication, Outreach and Development
Center for Biologics Evaluation and Research
U.S. Food and Drug Administration

Joy Bulosan Reiff is an Education and Training Specialist at the US Food and Drug Administration, Center of Biologics Evaluation and Research (CBER). Joy is a certified Emotional Intelligence and DRiV trainer and coach. She also holds a certificate in Gamification. Joy received her Master in Business administration from Lebanon Valley College and B.S. Ed. Business Education from Bloomsburg University. Her instructional experience includes teaching Business Education to students Kindergarten to 12th grade, training people with disabilities on vocational and life skills, and instructing adults on Veterans Affairs structure, policies, VA benefits, health care, and eligibility. Currently, she is an e-Learning designer, Online Training Manager, and LMS Administrator.

Joy served almost 10 years active duty in the Air Force inspecting various military aircraft and components while stationed in the US and overseas. Other work experiences include owning and operating four businesses in diverse industries. In her spare time, Joy enjoys traveling, binge watching shows, listening to audiobooks, and volunteering.

BREAKOUT 4: PERSONAL DEVELOPMENT SHANGHAI

D3: Financial Literacy and Wellness 3.0

Steve will be presenting about (1) “80% Replacement Ratio myth – how should it be calculated for federal employees?”, (2) TSP: Are current federal employees saving enough?, How to maximize TSP? The pros and cons of the New mobile app and Mutual Fund Window Account (why open one?), how many people have taken advantage of these new TSP features, (3) Medicare Part B with FEHBP, Tricare etc. based on utilization and expenditure data from Medicare Current Beneficiary Survey and Medical Expenditure Panel Survey and Medicare Trustee Report. Steve will be presenting a lot of TSP data, and healthcare data and a lot of numbers. Grab a cup of coffee, sit back and enjoy the show.



Steve Niu
Chief Actuary
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 including numerous fortune 500 companies, and several states 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 life time member with FAPAC.

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WORKSHOP: SERIES FOUR

BREAKOUT 1: MILITARY

BARCELONA

A4: Transitions in Military Life

The Right Risks Lead to the Right Opportunities in Transition

Haney Hong
President & CEO
San Diego County Taxpayers Association



A husband, father, Reserve Naval officer, business owner, and student of citizenship, Haney Hong is President & CEO of the San Diego County Taxpayers Association, President and Trustee of the San Diego Taxpayers Educational Foundation, and the Principal Officer for the SDCTA Political Action Committee.

He is focused on robust citizenship engagement and firmly believes that such engagement is the first line of defense against internal and external threats to a healthy democratic society.

Haney is a graduate of Stanford and Harvard Universities and sits on several nonprofit and government boards on the East and West Coasts.

He teaches at Point Loma Nazarene University and the UC San Diego School of Global Policy and Strategy.

BREAKOUT 2: D&I/HR/EEO PRACTITIONERS

TOKYO

B4: EEOC: Introduction to the EEO Role

Upon completion of this workshop, participants will be able to:

- ◆ Plan and conduct interviews with the Counselee and management officials;
- ◆ Determine what information to provide the Counselee and management officials during an EEO counseling session; and
- ◆ Understand and apply settlement techniques to attempt informal resolution of EEO complaints.



Marcus L. Artis, MPA
Outreach and Education Coordinator
U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
Outreach, Training and Engagement Division

Mr. Artis served in the United States Navy from 2001 to 2007. In August of 2007, Mr. Artis started his civil service career with the Navy College Program. In 2009, he transferred to the Department of Navy's Human Resources Service Center East, where he served as a Human Resources Assistant and a Human Resources Specialist. In 2011, Mr. Artis transferred to the Department of Navy's Human Resources Office, Norfolk, where he served as an Equal Employment Specialist, Trainer, Mediator, and iComplaints Administrator.

In 2014, Mr. Artis started his career EEOC, where he served as an Equal Employment Specialist and a Branch Chief in OFO's Agency Oversight Division, providing technical assistance and guidance to federal agencies regarding all aspects of their EEO program. Mr. Artis is currently the President of EEOC's BIG chapter and an Education and Outreach Coordinator in OFO's Outreach, Engagement and Training Division.

Mr. Artis has a Bachelor of Arts Degree in Human Resources Administration (Saint Leo University) and a Masters Degree in Public Administration (Old Dominion University).

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BREAKOUT 3: CAREER DEVELOPMENT MELBOURNE**C4: My Career in the FBI: The Voice of One SES FBI Agent**

This will be a summary of my origins as a later-generation Asian Pacific Islander (API) to an API leader within the federal government. I will also discuss and give insights for improving leadership skills, and setting a culture of inclusion for yourself and the teams you lead.



Stacey Moy
Special Agent in Charge
Federal Bureau of Investigation

In February 2022, Director Christopher Wray named Stacey Moy as the special agent in charge of the FBI's San Diego Field Office. Mr. Moy most recently served as the special agent in charge of the Intelligence and Incident Response Division in the FBI's Washington Field Office (WFO).

A San Diego native, Mr. Moy joined the FBI as a special agent in 2004. He was first assigned to work counterintelligence and espionage cases in WFO, where he investigated penetrations of the U.S. Intelligence Community, media leaks, and economic espionage. He also served on the SWAT team. Mr. Moy served in a variety of criminal and national security assignments to both the Counterintelligence Division at FBI Headquarters and the FBI's San Francisco Field Office before selection into the Senior Executive Service (SES) in 2018.

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.

He is married with three children.

BREAKOUT 4: PERSONAL DEVELOPMENT SHANGHAI**D4: The Mike Mansfield Fellowship - One Year Will Advance Your Career**

The Mansfield Fellowship Program is an amazing year-long experience in Japan that is administered by the Maureen and Mike Mansfield Foundation, with the United States Department of State, Bureau of Educational and Cultural Affairs, as grantor. The grant covers the cost-of-living for 10 federal employees and their immediate family to reside in Japan for one year, including funds for pre-departure language training, in-country language training, and relocation to and from Japan. The Foundation actively recruits and interviews applicants each year, selecting Fellows through a bi-national committee. Mr. Morrison will provide his "once-in-a-career" experience as a Fellow and will explain the program. Will you be the next Mansfield Fellow??



Ian Morrison, IMET
Pacific Region Integrated Services Meteorologist
Mansfield Fellow
NOAA's National Weather Service

Ian Morrison is a Mike Mansfield Fellow from the 23rd Class (2018/2019).

His current position is with the National Weather Service in Honolulu, Hawaii where he serves as the Pacific Region Integrated Services Meteorologist and is a subject matter expert in weather forecasting and impact-based decision support services.

During his yearlong fellowship in Japan he worked side-by-side with his Japanese government counterparts exchanging disaster mitigation techniques, typhoon forecasting theory, water hazard research, and developed international aviation warning collaboration agreements and tools with the Japanese Meteorological Agency and the Philippines meteorological center. He was paired with a Japanese Senator (ASAHI Kentaro) where he learned about the mechanics of the Japan's National Diet (Japan's government), how the party system works, and how laws come to pass. His experience in Japan has set him apart from his peers and put him at an advantage when applying for new federal jobs.

WORKSHOP: SERIES FIVE

BREAKOUT 1: MILITARY

BARCELONA

A5: Military Transition: Are You Ready for Your Next Step?

A normal part of your military career path involves transitioning: from career progression changes to deployment adjustments back to life at home station. However, there is typically one opportunity where you as the servicemember transition from a military career into the civilian workforce. How prepared are you? This session provides anecdotal experiences and lessons learned from the presenter's recent transition from a 22-year military career into landing a civilian job. For those who may not yet be at the point of military-to-civilian transition, you may either have one coming up in the not-too-distant future or have a fellow servicemember request your advice on their next steps.

Xyrone Ocampo
(Retired Navy)
Booz Allen Hamilton

Mr. Ocampo is an associate at Booz Allen Hamilton (BAH), a leading professional services company providing services and solutions in management, technology, consulting, and engineering.

Prior to working at BAH, he served twenty-two years in the United States Navy, both in the enlisted and officer ranks. Xyrone is an active volunteer within his community, focusing on serving those who continue to serve via the United Services Organization and as a direct mentor to transitioning servicemembers via the American Corporate Partners' mentorship program.

His educational background includes an undergraduate degree from the University of Washington and a master in business administration from the Naval Postgraduate School. He holds industry-recognized certifications in the project management field including the Project Management Professional and Certified Scrum Master.



BREAKOUT 2: D&I/HR/EEO PRACTITIONERS

TOKYO

B5: DEI Best Practice – Trends and lessons learned across sectors and industries

Fostering an inclusive organizational culture where everyone has an equitable opportunity to advance and thrive requires focus and intentionality. Hear how other industries are tackling diversity, equity and inclusion and consider the barriers and opportunities that may be impeding progress in this important work.

MyMy Lu
Director, Global Diversity & Inclusion
Thermo Fisher Scientific

MyMy Lu is the Director of Global Diversity & Inclusion at Thermo Fisher Scientific. In this capacity, Ms. Lu manages the company's more than 250 Business Resource Groups (BRGs), working with partners and key stakeholders across the company to provide strategic direction and programs that cultivate and support colleagues across the globe. As part of the D&I Center of Excellence, Ms. Lu also helps advance Thermo Fisher's global D&I efforts through training, executive engagement, and key talent initiatives.

Prior to joining Thermo Fisher, Ms. Lu led Sempra Energy's corporate D&I efforts. Before that, she was the regional diversity & inclusion lead and Public Affairs Manager for Cox Communications where she launched a nationwide broadband adoption program to support educational equity for underserved communities. Ms. Lu serves on several local nonprofit boards including Pacific Arts Movement, Computers 2 Kids, Chinese Consolidated Benevolent Association of San Diego, and Partners in College Success. Ms. Lu received her bachelor's degree from UCLA with a double major in psychology and Chinese studies and a minor in Cognitive Science.



BREAKOUT 3: CAREER DEVELOPMENT MELBOURNE

C5: Relationship Stewardship: The Science of Managing Up

Relationships are an important aspect of any workplace. But what if you have an unpredictable manager? Develop your ability to be your own personal reaction coach in order to support more-beneficial relationships for everyone. This session guides you through an internal process to shift toward smooth interpersonal interactions. Find out how to unlock your potential to gracefully navigate delicate social situations with self- and other-awareness.

**Roy Donelson
Chief Executive
Raytheon MENA**

Roy Donelson is chief executive of Raytheon Middle East and North Africa (MENA) Group. He is responsible for the operations of Raytheon Defense subsidiaries and country offices, program execution and the delivery of advanced sensor to effects solutions for our customers in this region. Donelson was also strategic and missile defense systems portfolio director, overseeing SM-3® and kill vehicle programs and previously served as the managing director for the Raytheon UK Defense mission area and program director of Tomahawk missile programs for the former Raytheon Company Missile Systems business. Before Raytheon Technologies, he was a senior consultant in system architecture and systems engineering at Booz, Allen & Hamilton. Donelson also served as a military intelligence officer in the U.S. Army, attaining the rank of captain. Donelson holds a Bachelor of Science degree in engineering from the United States Military Academy at West Point, New York, and a Master of Business Administration from the University of Phoenix.



**Vu H. Pham, Ph.D.
CEO, Spectrum Knowledge & Chair,
Elevate**

See Dr. Vu Pham's bio on P1 Plenary section.



BREAKOUT 4: PERSONAL DEVELOPMENT SHANGHAI

D5: Growing Opportunity by Increasing Our Power

This workshop explores how to grow your opportunities through advice and techniques gathered from successful women. This advice is applicable to anyone looking to grow their influence and their careers. We'll explore the ideas together, all through the lens of someone responsible for the recruitment and hiring of the future FBI workforce.



**Ruth Back, Unit Chief of the Human Resources Division,
Talent Acquisition and Placement Section, FBI**

Ms. Back was born in Fairfax, VA. She received her B.A. in Organizational Communications from Cedarville University, and a Master of Business Administration from Georgetown University.

Ms. Back joined the FBI in July 2007 as a Special Advisor in the Finance Division (FD) where she led several projects for FD management. From 2010 to 2013, Ms. Back was the Benefits Unit Chief in the Human Resources Division. This team had a \$55 million budget and was responsible for health and life insurance, student loan repayment, recruitment/retention/relocation incentives, the university education program, WebTA, leave policy, and death benefits for deceased FBI employees.

In October 2013, Ms. Back became the Chief of Staff to the head (ADIC) of the Washington Field Office (WFO). In this role, she supported the ADIC and worked across WFO divisions to move initiatives forward, analyze data for decision making, liaison with Headquarters and local partners, and work with senior executives to plan and manage WFO initiatives. Ms. Back became the Special Assistant in the Leadership Development Program, a Director-priority initiative, in June 2015.

In May 2016, she became the Special Assistant for the EAD of the Human Resources Branch, who was the highest-ranking female in the FBI at that time. Ms. Back reported to Rome as the Legat Operations Assistant in August 2016. She managed the Legat Office business operations, managed the relationship between the Legat and the Rome Embassy, and oversaw a renovation of their offices.

Upon return to the US in 2019, she became the Unit Chief of the Human Resources Division, Talent Acquisition and Placement Section, Workforce Planning Unit.

SPECIAL EMPHASIS PROGRAM MANAGER

OCEAN BALLROOM

TUES MAY 9, 2023 10:30-11:45AM

Special Emphasis Program Manager- Role and Responsibilities

Attendees will receive an overview of Special Emphasis Program Manager's role and responsibilities and a framework of supporting EEO and diversity and inclusion as prescribed by the Equal Employment Opportunity Commission.



Kara Merendo,
Director of VHA EEO/Affirmative Employment Office,
VA

Kara Merendo began her VA career at the VA Medical Center in Albany, New York in 1986 in Human Resources and held several HR positions including HR Specialist with EEO as her area of program responsibility. In 1992, Kara assumed the role of full time EEO Program Manager and was later appointed as the VISN Lead EEO Program Manager in 2003 for the VA Healthcare Upstate New York. In addition, Kara also served as the Facility and VISN ADR Coordinator. She is a nationally certified Mediator and a two-time Preceptor for the EEO Technical Career Field Program.

Kara was recognized with the VA Secretary's EEO/Diversity & Inclusion Practitioner Diversity and Inclusion Excellence Award in 2017 for her contributions to enhancing the VHA's EEO and D&I Programs.

On November 22, 2021, Kara assumed the role as the Director of the VHA EEO/Affirmative Employment Office and is excited and eager to lead VHA into its' future state in government.

Kara calls the great Northeast her home with her husband Mike and daughter Makenzie.

In her spare time, she enjoys hiking, kayaking, horseback riding, gardening and pretty much, anything outdoors.

TUES MAY 9, 2023 2:45-3:45PM

Reasonable Accommodations

Career advancement into leadership positions of greater responsibility requires you to uncover and develop the talents of your team to achieve the goals of the customers you serve. Learn through this one-hour course how you can leverage the Reasonable Accommodation program to remove barriers standing between your team and exceptional accomplishment. Make Reasonable Accommodations a trusted tool to positively impact your team's well-being.



Jeffrey Heinrichs
Deputy Director , VA

Jeffrey Heinrichs is a Kansas native that found his way to Florida through the Veterans Affairs. He began working as a paramedic after graduating with degrees in Microbiology and biology, then moved on to work in the private sector.

Jeff started his federal career with the Department of Defense Education Activity in Germany, where he focused on employee and labor relations. His federal career continued in the employee and labor relations arena as he worked for the Department of Army and the Federal Law Enforcement Training Center.

Jeff began working for the Department of Veterans Affairs as a Labor Relations Specialist at the St. Petersburg Regional Office and then was promoted to the position of HR Officer. He then became the HR Officer for the Bay Pines VA Healthcare System, followed by his most recent assignment as the Associate HR Officer for VISN 8 in Veterans Health Administration, the largest VISN in the country. These supervisory opportunities gave Jeff experience in all aspects of human capital. His leadership efforts focus on finding opportunities to improve processes that result in greater service to Veterans and workplace satisfaction to employees.

OCEAN BALLROOM

SPECIAL EMPHASIS PROGRAM MANAGER

WED MAY 10, 2023 10:00 AM-12:00 PM

Unconscious Bias Training for Special Emphasis Pro- gram Managers

Participants will learn What is unconscious bias and how biases can influence workplace decisions and interactions. Participants will learn how to recognize different types of workplace biases and make more informed decisions. Participants will learn the relationship between unconscious bias, diversity and inclusion and preventing discrimination. Participants will learn information and techniques to counteract biases.



Sherlanda Thomas
Supervisory EEO Program Manager, VA

Sherlanda Thomas has a background in professional counseling, having secured a Master's Degree in Counseling, Bachelor's Degree in Psychology, and is a National Certified Counselor (NCC). Ms. Thomas joined the Veterans Health Administration, initially serving as a Health Science Specialist on the Veterans Crisis Line (VCL) in VISN 2 at the Canandaigua, NY VA Medical Center. Ms. Thomas was later accepted into the highly competitive EEO Technical Career Field (TCF) Program, having trained in VISN 2 at the Bath VA Medical Center.

Following successful completion of the TCF Program, Ms. Thomas served as an EEO Specialist in VISN 8 at the West Palm Beach, FL VA Medical Center and soon thereafter as an EEO Program Manager in VISN 1 at the Providence, RI VA Medical Center. Following several years of serving in the aforementioned role, Ms. Thomas accepted a Supervisory EEO Program Manager position in VISN 22 with VA Long Beach Healthcare System.

Ms. Thomas recently accepted a position with Workforce Management and Consulting Office, Equal Employment Opportunity (EEO)/ Affirmative Employment Office (AEO), as the VHA ADR Advisor and Coordinator and soon thereafter was selected as a Supervisory EEO Program Manager.

Ms. Thomas is absolutely thrilled to be a part of the WMC EEO/AEO team and looks forward to continuing to serve VHA.

THU MAY 11, 2023 10:00 AM-12:00 PM

Barrier Analysis for Special Emphasis Program Manag- ers

It is important to identify trends and causes behind barriers to equal employment opportunity. Examining the full employment spectrum, including recruitment, hiring, training and development, promotion and separations can assist the agency in retaining a high-performing, diverse workforce that draws upon the greatest pool of talented individuals from different groups.



Kerima L. Collier
Veterans Health Administration

Kerima Collier began her Equal Employment Opportunity Manager position with Workforce Management and Consulting Service, Equal Employment Opportunity Affirmative Employment Office (EEO/AEO) in January 2017. Previously she held the position of EEO Program Manager and ADR Coordinator for VA Western New York Healthcare System in Buffalo, New York.

Her EEO experience includes years as a Director of Diversity in the private sector and years of other Federal agency experience as an EEO Specialist and Collateral Duty EEO Investigator.

During her career with VHA, Kerima has been involved with the successful implementation of several National VHA initiatives, including the Special Emphasis Program Advisory Council (SEPAC), National SEP Training model, and National EEO Training Program for Managers and Supervisors.

She handles areas of compliance in EEO/AEO; including, the VHA MD-715 Program Status Report, the EEO/AEO Quarterly Survey, and the onsite EEO Assessment Program.

Kerima is a certified Mediator, Certified VA Facilitator, Fellow level coach and two – time preceptor for the TCF training program, and a graduate of VA's Network Executive Healthcare Leadership Institute.

She has a BFA degree in Graphic Design and her creative endeavors include painting, pottery, and writing.



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EXECUTIVE PROFESSIONAL DEVELOPMENT SESSIONS

FAPAC's Executive Professional Development (ExPD) sessions are an opportunity for employees to meet with a seasoned and senior Federal Manager or Executive to receive personalized career advice. These sessions provide an opportunity for more direct, give-and-take interaction than plenary sessions or larger workshops. The format of ExPD will be 45-minute sessions of a Senior Leader within a small group that present questions limited to professional advice. Anyone interested in attending can sign up when they register.



Ruth V. Back (FBI)



SAC Robert Baggett (USDA)



Dr. Ngozi Butler-Guerrier
(NOAA)



Dir. Cynthia Dunn (IRS)



Agent Kay Een (NCIS)



Charles Savary (FBI)



Dep. Dir. Thuy Ho (DOJ)



Dr. Barbara C. Jackson (DOD)



Major General Andrew J.
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ASAC John Kim (FBI)



Dr. Minh A. Nguyen (FAA)



Jean Lin Pao (HUD)



Dr. Sharese Paylor (USDA-RD)



Surabhi Sha (EPA)

STUDENT PROGRAM

Clarence A. Johnson, Director of Diversity Management Operations Center, DOD



Clarence A. Johnson, a member of the Senior Executive Service, is Director, Diversity Management Operations Center, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), Washington, D.C. He is responsible for operationalizing diversity management and equal opportunity policies and programs affecting 1.4M active duty military personnel; 1.3M Reserve Component (RC) personnel; and over 900,000 civilians within the Department of Defense (DoD). Prior to becoming a civil servant, Mr. Johnson was a United States Air Force officer. He and his wife, Gloria, reside in Clinton, Maryland. They have three children and four grandchildren.

Edward H. Chu, Deputy Regional Administrator, Region 7, EPA



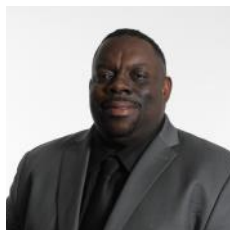
Edward H. Chu is the Assistant Regional Administrator for the Pacific Northwest and Alaska Region (Region 10), serving four states and 271 federally recognized tribes. He also served as the Assistant Regional Administrator for the Southeast Region (Region 4), the most populous EPA region, serving eight states and six federally recognized tribes. Ed served as the Deputy Associate Director for Green Jobs, Community Protection, and Climate Solutions at the White House Council on Environmental Quality, where he led an interagency task force to develop and implement the Recovery Through Retrofit Action Plan for the Vice President and the Middle Class Task Force. He received degrees from the University of Michigan and Michigan State University. Ed grew up in Honolulu, Hawaii, and now lives in the Kansas City area.

Lorna Mae Devera, Customer Advocacy Manager, Leidos



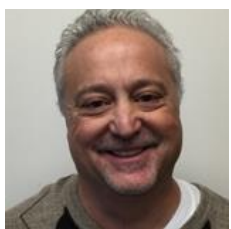
Lorna Mae Devera works at Leidos as a Customer Advocacy Manager. She was born in the San Francisco Bay Area and moved to San Diego for college. In 1993, Lorna Mae enlisted in the U.S. Navy as an undesignated seaman recruit (E-1) and in 2008, was direct commissioned as a public affairs officer (PAO). As a PAO, she served overseas in Lome, Togo and Freetown, Sierra Leone, West Africa; Helmand Province and Mazar-e Sharif, Southern and Northern Afghanistan, in support of Operation Enduring Freedom, 2011-2012. She has 24 years of honorable service and retired in 2018. Lorna Mae is a proud FAPAC lifetime member and is passionate about mentoring the next generation of leaders.

Lawrence President, Human Resource Specialist/Federal Recruitment Advisor, OPM



Lawrence President joined the OPM's Recruitment Policy and Outreach team in November 2016 as a Human Resource Specialist (Recruitment and Placement)/Sr. Federal Recruitment Advisor. In this role, he provides Government-wide leadership and direction on talent acquisition, student employment programs, and outreach to attract, recruit and retain a diverse Federal workforce. He spent 9 years working as a Management & Program Analyst, Corporate Recruiter and Minority Serving Institutions Internship Program Manager with the Federal Aviation Administration's Office of Human Resource Management's Corporate Recruitment and Marketing Team. He holds a BA in Business Administration from Winston-Salem State University and a MBA in Marketing from Clark Atlanta University.

James A. De La Torre, President/CEO of De La Torre & Associates Insurance Service



James A. De La Torre, is President and CEO of De La Torre & Associates Insurance Service. Jim has over 30 years experience in employee benefits and risk management. During that time, Jim has also counseled employees in both the private and federal space on financial matters and intricacies of their benefits and retirement. He has conducted federal benefit and financial planning seminars in all 50 states and is an active presenter at federal conferences and federal professional associations in financial/retirement planning and federal benefits. Jim has a knack for taking complex benefit/financial topics and simplifying them for his audience.

STUDENT PROGRAM

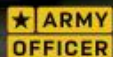
9:00AM - 9:20AM	Opening Remarks/Housekeeping: Clarence Johnson , Director, Diversity Management Operations Center, DOD Edward H. Chu , Deputy Regional Administrator, Region 7, EPA
9:20AM - 9:50AM	Spot Light Speaker: Lorna Mae Devera , Customer Advocacy Manager, NMCI Service Management, Integration and Transport (SMIT), Leidos
9:50AM - 10:00AM	Break
10:00AM - 10:50AM	OPM Workshop #1: How to Write a Federal Resume Lawrence President , OPM
10:50AM - 11:20AM	OPM Workshop #2: How to Navigate USAJOBS Lawrence President , OPM
11:20AM - 12:30PM	"Financial Literacy 101 for College Students" James de la Torre , CEO, De La Torre & Associates Insurance Service
12:30PM - 1:30PM	Panel 1: Environmental Protection Agency (EPA)
1:30PM - 2:00PM	Panel 2: U.S. Coast Guard (USCG)
2:00PM - 2:30PM	Panel 3: Department of State (DOS)
2:30PM - 3:00PM	Panel 4: Federal Bureau of Investigation (FBI)
3:00PM - 3:10PM	Break
3:10PM - 3:40PM	Panel 5: Department of Defense (DOD)
3:40PM - 4:10PM	Panel 6: Department of Justice (DOJ)
4:10PM - 5:10PM	Panel 7: CIA/Intelligence Community



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WEDNESDAY, MAY 10, 2023
1:30 PM—5:00 PM
PALOS VERDES ROOM

VETERANS PROGRAM

1:30PM - 1:40PM	Opening Greeting: Karandeep Sraon (Kenny) , <i>Loma Linda VA Medical Center Director</i>
1:40PM - 2:10PM	V1. Kay Een , <i>Chief Diversity and Inclusion Officer, NCIS Diversity and Inclusion Program Office, DoD</i>
2:10PM - 2:40PM	V2. Dr. Andree Sutton , <i>Director of Operations, Veteran & Military Spouse Talent Engagement Program (VMSTEP)</i>
2:40PM - 3:10PM	V3. PACT ACT: Julian Wright , <i>Senior Program Analyst, Veterans Benefits Administration, Outreach, Transitions and Economic Development</i>
3:10PM - 3:40PM	V4. Combatting Fraud: Janet Groom , <i>Senior Program Analyst, Benefits Delivery Protection and Remediation</i>
3:40PM - 4:10PM	V5. Lourdes Tiglao , <i>Executive Director, Center for Women Veterans, Department of Veterans Affairs</i>
4:10PM - 5:00PM	Q&A: Open discussion



VETERANS PROGRAM

WEDNESDAY, MAY 10, 2023

1:30 PM—5:00 PM

PALOS VERDES ROOM



Karandeep Sraon (Kenny),
Director, Loma Linda VA Medical Center, VHA

Karandeep Sraon was appointed medical center

Director of the VA Loma Linda Healthcare System on March 17, 2019, and serves as the Chief Executive Officer. Mr. Sraon oversees a budget of over \$800M annually in the delivery of healthcare services to over 78,000 unique Veterans in Southern California. He leads a team of over 3,400 clinicians and business professionals in service of our nation's heroes.

Mr. Sraon joined the VA in 2004 and has served in progressive roles throughout his healthcare leadership journey making positive contributions at seven different VA facilities across the country, as well as in VA Central Office in Washington, DC. His focus is on continuous improvement in delivering safe, quality, patient-centered care.

Mr. Sraon graduated with a medical degree from Dayanand Medical College in Ludhiana, Punjab, India, and is a non-practicing physician who transitioned to a career in healthcare administration. He earned a Master of Business Administration in Healthcare and Marketing from Loyola University Chicago Graduate School of Business. He is a graduate of the Health Care Leadership Development Program, Leadership VA, and the Senior Executive Service Candidate Development Program. Mr. Sraon is a board-certified healthcare executive and fellow of the American College of Healthcare Executives.



Kay K. Een
Chief Diversity and Inclusion Officer
NCIS Diversity and Inclusion Program Office, DOD

Special Agent Kay Een serves as the Chief Diversity and Inclusion Officer (CDIO) for the Naval Criminal Investigative Service (NCIS) Diversity and Inclusion Program Office (DIPO). She is tasked to synchronize diversity, equity and inclusion efforts across the agency and collectively support initiatives to implement the best business practices, encourage collaboration, and deliver proven solutions to nurture a more ready, resilient, and globally engaged workforce..

Special Agent Een started her career with NCIS in her home state of Hawaii in 2003. As an Agent, she has worked across the spectrum of criminal investigations, to include specializing in Internet Crimes Against Children and Procurement Fraud investigations. Prior to her current assignment, she was the Resident Agent in Charge of NCISRA Okinawa.

Special Agent Een holds a Bachelor's of Science in Forensic Science from Chaminade University of Honolulu and is a Certified Coach for Leadership and Organization Well-Being. Prior to NCIS, Special Agent Een served honorably in the United States Navy as an Air Traffic Controller (Aviation Warfare) and Naval Air Crewman where she deployed in support of both Operations ENDURING FREEDOM and IRAQI FREEDOM.

Special Agent Een resides in Honolulu, HI with her husband, LtCol Chad Grimmatt, USMC, and two children, Kenji and Cora.



Andree' M. Sutton ,
Director of Operations,
Veteran and Military Spouse Talent Engagement Program

Dr. Andree' M. Sutton, currently serves as the Director of Operations, Veteran and Military Spouse Talent Engagement Program. In this role she is tasked with providing operational support and oversight to the VMSTEP Executive Director. She previously served as the Chief of Reasonable Accommodation Services for the Veterans Employment Service Office (VESO), the Veteran Employment Program Officer (VEPO), and the Vocational Rehabilitation Counselor for the Newark, NJ, Regional Office under the Veterans Benefits Administration.

Dr. Sutton retired from the United States Air Force at the rank of Chief Master Sergeant (E-9). A native of Brooklyn, New York, she is a Licensed Professional Counselor (LPC) and a National Certified Counselor (NCC). She holds a Doctor of Behavioral Health (DBH) degree from Arizona State University, a post graduate degree (Ed.S.) in Marriage and Family Therapy, two master's degrees, one, in Instructional Education from Central Michigan University, and the second in Community Agency Counseling from The College of New Jersey. She is a past president of the American Counselors and Educators in Government (ACEG), a Division of the American Counseling Association. As well as a member of the Chi Sigma Iota Counseling Academic and Professional Honors Society, National Employment Counseling Association, and the American Counseling Association.

WEDNESDAY, MAY 10, 2023

1:30 PM—5:00 PM

PALOS VERDES ROOM

VETERANS PROGRAM



Julian Wright,
Senior Program
Analyst,
Outreach,
Transitions and
Economic
Development,
Veterans
Benefits

Administration

Julian Wright began his Veterans Affairs (VA) career at the Baltimore Regional Office as a Veterans Service Representative (VSR) where he processed disability compensation claims and assisted Veterans and survivors with accessing VA benefits and services. While in his role as a VSR, Julian also mentored new VSR employees.

Mr. Wright later began to work as a Vocational Rehabilitation and Employment Specialist at the Washington VA Medical Center. During his tenure in this role, Julian assisted Veterans who were diagnosed with severe mental illnesses (SMI) and Operation Iraqi Freedom/Operation Enduring Freedom OIF/OEF Veterans who were diagnosed with Post Traumatic Stress Disorder (PTSD) and Traumatic Brain Injuries (TBI) find and maintain private sector and government employment.

Currently, Mr. Wright is a Senior Program Analyst Veterans Program Manager at OTED and is the Designated Federal Officer (DFO) for Advisory Committee on Former Prisoners of War (ACFPow), and program manager for the Foreign Services and Tribal Veterans Outreach program.

Mr. Wright has a Bachelor of Arts degree in Human Services Administration, and a Master of Science degree in Human Services Administration with a minor in Rehabilitation Counseling from the University of Baltimore. Julian is an Army



Janette Groom,
Senior Program
Analyst,
Benefits
Delivery
Protection and
Remediation,
Veterans
Benefits

Administration

Janette Groom has 13 years of federal service with Veterans Benefits Administration (VBA). She serves as a Senior Lead with the Office of Financial Management in the Benefits Delivery Protection & Remediation, Stakeholder Organization & Change Management team and specializes in operations management. She previously served as a management analyst within VBA, Office of Executive Review working directly with senior leaders, benefit program offices and support offices. She also led and oversaw special projects and initiatives such as the Veterans Appeals Improvement and Modernization Act of 2017, and a VA and DoD tool in support of the Blue Water Navy Vietnam Veterans Act of 2019.

Prior to her service in Central Office, she worked at the Oakland Regional Office as an assistant coach, overseas military service coordinator, exams coordinator, rating veterans service representative, and veterans service representative.



Lourdes Tiglao -
Executive
Director,
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.

Her background traverses sectors in the military, federal, and nonprofit organizations, spanning over a decade in leadership roles across business, communications, and healthcare. Before joining the Department of Veterans Affairs, she was the Global Partnerships Manager at Airbnb, overseeing a portfolio of 70+ nonprofit, private sector, and international aid agencies across six continents. Prior to that, she worked within the humanitarian sector as an emergency management professional with Team Rubicon, working with intergovernmental agencies like the United Nations Office for the Coordination of Humanitarian Affairs (UN OCHA).

She is an Air Force veteran with deployments to Afghanistan, Kyrgyzstan, Uzbekistan, Saudi Arabia, the Philippines, and more.

YEAR IN REVIEW



YEAR IN REVIEW



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