



Federal Asian Pacific American Council

FAPAC

Promoting Equal Opportunity and Cultural Diversity of Asian American Pacific Islanders in Government

President's Message

Upcoming Events:

- Dec 01 — Solicitation for Awards Nomination Begins
- Dec 17 — Presidential Ranks Award Leadership Summit
- Jan 11 — Holiday Party
- Jan 31 — Leadership Shadowing Program Kickoff

Find event details on our website: www.fapac.org



Welcome to the new FAPAC Fiscal Year (FY) 2020! As we wave goodbye to 2019, I would like to express my deepest appreciation to the previous Committee Chairs who served and successfully led FAPAC operations in their respective committees with great pride and commitment. Thank you, team!

Congratulations to the newest FAPAC-FDA Chapter chartered on October 24, 2019. We are also in the process of reviewing *three* potential new chapters this year: Department of Defense (DOD), Department of Transportation (DOT), and National Oceanic and Atmospheric Administration (NOAA).

Additionally, please welcome our newly appointed Committee Chairs for FY2020 listed below. Thank you to the members who came forward to serve with the National Board of Directors (NBOD); Our first meeting on November 1st hosted at the Federal Aviation Administration was very inspiring. I am eager to work with our newest team members!

Standing Committees: Program Committee Chair: Phoung Callaway, NTSB; Co-Chair: Cynthia Dunn, IRS; Public Relations Chair: Kelly Sewell, DOI; Nomination and Election Chair: Liqun Wong, DOJ and Co-Chair: Irene Manlapaz Ibanez, VA; Affirmative Employment Chair: Yvette Scott-Butler, DOI; Membership Chair: Bharatiben Jamro, VA; Chapter Chair: Katherine Toth, DoD; Conference Chair: Grace Spence, VA; Constitution and Bylaws Chair: Nanda Gross, VA and Co-Chair: Leo Todela, US Postal Service; Ethics Chair: Gerald Tiqui, NASA

Ad Hoc Committees: Award Committee Chair: Tuan Le; DoD; Sponsorship Committee Chair: Julie Kelly, and Co-Chair: Christine Salcedo, VA; Community Outreach Committee Chair: Ailyn Torres Smith, VA; Newsletter Chair: Angel Kwok, USCG and Co-Chair: Abhijit Sengupta, DOE; Special Events Committee Chair: Hong Hitchings, VA; Long Term Strategic Planning Chair: Cailine Kim, VA; and Webmasters Committee Chair: Thong Vu, FAA

Wrapping up 2019, I'd like to personally congratulate the high performing graduates of this year's Career Development Program. Special thanks to Cailine Kim and her team who did a phenomenal job linking mentors and mentees. Graduation was held on November 8, at the US Department of Agriculture in beautiful downtown Washington, DC. Further, on November 9, the National Leadership Training Program (NLTP) Committee alongside the NBOD held a kickoff meeting to begin plans for our next NLTP, which is scheduled for May of 2020 at the National Conference Center, Leesburg, VA. More information to come!

I am looking forward to NBOD elections and the potential of our many qualified and talented members listed on the slate to run. The year 2020 marks FAPAC's 35th anniversary and the continuity of this organization has always been a cornerstone for the community it serves. While FAPAC is proud of its community and leaders who have contributed to the years of success, there's always more to be done. With everyone's efforts, we can move this organization forward and achieve higher successes in the years to come!

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Pan-Pacific American Leaders and Mentors



Pictured left to right: Peter Nguyen, Major General (Ret.) Tony Taguba, PPALM Chair, Kevin Le, and Kin Wong, FAPAC Past President.

On October 13, 2019, FAPAC supported the Pan-Pacific American Leaders and Mentors (PPALM) at their 12th Annual General Membership Meeting and Reception in Washington D.C. The event showcased senior civilian and military leaders

promoting professional development, retention and the advancement of Asian American and Pacific Islander leaders, Active, Reserve, National Guard, and DoD civilians.

There were other dignitaries that jointly supported the events as well as senior military leaders and professionals who mentored young military members.

and professionals, and provide a platform for young aspiring leaders to network with mentors.

Pan-Pacific American Leaders and Mentors (PPALM) is an all-volunteer organization comprised of military and civilian professionals committed to mentoring and



Pictured left to right: Peter Nguyen, Army Major General (MG) Garrett Yee, US Coast Guard Admiral Joseph Vojvodich, and Kevin Le.

Career Development Program Graduation

The Career Development Program (CDP) is a tuition-free program that offers individual mentoring, professional development, and career counseling for high-performing federal employees. This year, it was led by Cailine Kim, Program Committee Chair where 40 participants (20 mentors and 20 mentees) were selected for the 2019 program. Training sessions were held from April to October 2019 in the Washington, DC metro area. The 2019 CDP concluded at a graduation ceremony on November 8 at USDA's Whitten Building in Washington, DC. Congratulations to the mentors and mentees!

~ CDP RECOGNITION ~

Mentee of the Year
Mary Emeso Izegwire

Mentor of the Year
Thanh Trang

Best Project
Gion Lalican

Recognition Award
Steve Hortin

Achievement Award
YungChai Chen

Diversity Award
Holly Xie





Federal Career Fair

On October 10, FAPAC supported a career fair hosted by Cal Poly Pomona, Pomona, California. The fair was extremely successful, offering four career development workshops and the representation of 28 federal agencies. This included several FAPAC Chapters; Northern California (NORCAL), U.S. Coast Guard (USCG), and Southwest San Diego. Over 1500 students were in attendance with the opportunity to engage with working professionals including FAPAC's own VP of Technology, Media, and Communications, Peter Nguyen, who also serves fulltime as a Senior Manager at FAA. Special thanks to Dr. Lily Gossage, event chair and Director, Maximizing Engineering Potential, Center of Gender, Diversity and Student Excellence at Cal Poly Pomona. Collaborative efforts such as these augment diversity and inspire our future leaders!



Food and Drug Administration (FDA) Chapter Chartering

Newly appointed FDA Chapter hosted 30 attendees present for the swearing-in of the inaugural chapter's officers. President Olivia Adrian conducted the installation of the officers and formally chartered the chapter. In addition, the Director of Office of Equal Opportunity, Food and Drug Administration (EEO-FDA), Mr. Bishop Buckley and President Olivia Adrian successfully signed a Memorandum of Understanding (MOU), uniting both parties in a common goal of diversity, opportunity, and inclusion.



Join a FAPAC Chapter

Connect with fellow FAPAC Members through a Chapter near you. View all active chapters at www.fapac.org/chapter



Future Star Program



In support of Executive Order 13583, FAPAC launched a new Future Star Program (FSP) to offer individual mentoring and professional development for high school students in Fall 2019. FSP is open to all and aims to assist next generation to identify federal, state, and local government youth internship opportunities, training, or volunteer opportunities; improve their communication/interview skills; and develop a comprehensive leadership experience. FSP aims to attract young, talented generation leaders into the 21st century public service workforce to improve diversity and serve the American people.

The 2019 program runs October 2019 through September 2020. Application was open to public in July 2019 and the community responded warmly to the call for nominations. Followed with a roundtable discussion among the FSP Advisory Board co-chaired by Dr. Richard Nakamura, former Director of NIH Center for Scientific Review, Ms. Lily Qi, Delegate, Maryland General Assembly, and Dr. Clarence Lam, State Senator, Maryland General Assembly on Sep 17, 2019, eight nominations of high school students were selected in the first cohort of FSP. On Oct 23, the FSP kickoff meeting was held in Rockville, MD. The first FSP cohort was introduced into the program by Dr. Xinzhi Zhang, FSP Co-Director, Lieutenant Commander, US Public Health Service, with background information on FAPAC and the goal of the FSP. Honorable Maryland Delegate, Lily Qi shared her amazing path to becoming a first-generation female Chinese American lawmaker in Maryland. The FSP fellows were greatly inspired and asked Delegate Qi many questions regarding leadership, public policy making and how to contribute to the community. To enhance the understanding of the program structure, Mr. Kelvin Xu, FSP Co-Director, mapped a detailed plan for FSP fellows. The students began their networking activities within the group at the kickoff meeting. They anonymously elected their team leader and deputy leader. In the following weeks, the FSP fellows will initiate the program activities including mentoring and community service project.

This meeting and program is sponsored by FAPAC HHS Parklawn Chapter, FAPAC NIH Chapter, FAPAC FDA Chapter, and Asian American Health Initiative (AAHI), Montgomery County Dept. of Health and Human Services.



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OCA-DC 46th Awards Gala



Left to right: Hong Hitchings, Dr. Wallace Loh, Olivia Adrian, and Peter Nguyen

On October 27, FAPAC sponsored and supported the Asian Pacific American Advocates (OCA) 46th Annual Honor Awards Gala in Washington, DC. The OCA is an organization dedicated to advancing the social, political, and economic well-being of Asian Americans and Pacific Islanders (AAPIs), touching ten of thousands of individuals through its extensive network of over 100 chapters, affiliates, and partners from around the country. Its programs foster development, leadership, and civic engagement.

Winners of the 46th Annual Honor Awards are as follows: *Trail Blazer Award*: Ms. Veronica Li, Journalist; *Leadership Award*: Dr. Wallace Loh, President of the University of Maryland, and; *Community Service Award*: Ms. Betty Lam, Chief of Office of Community Affairs with Montgomery County Department of Health and Human Services, Maryland.

NBOO Meeting

FAPAC National Board of Operations (NBOO) led by Fahmida Chhipa, VP of Operations, conducted their first meeting on November 1. President Olivia Adrian began with welcoming remarks and introduced the National Board of Directors and each Committee Chair. The following training topics were presented:

- ◇ *How to Create and Access FAPAC Email Account* — by Peter Nguyen and Thong Vu
- ◇ *How/What to Prepare Committee's Annual Budget* — by Jane Yang
- ◇ *How to complete and submit FAPAC Expenses for Reimbursement* — by Marina Milton
- ◇ *Roles and Responsibilities and Expectations from Committee Chairs* — by Fahmida Chhipa

Olivia Adrian thanked all the Committee Chairs and challenged the members with three departing questions:

- 1) *Why did you join FAPAC and why do you want to be a FAPAC Leader?*
- 2) *What are your expectations as FAPAC Committee Leader and what would you gain from leading a Committee?*
- 3) *How do you envision yourself contributing to FAPAC and its members?*



Become a FAPAC Member

FAPAC offers invaluable professional development and networking opportunities. Learn more at www.fapac.org/membership.

Contact Membership Chair at membership@fapac.org.



Workplace Mediation Training



In collaboration with the Alternative Dispute Resolution Academy (ADRA), FAPAC completed their first workplace mediation training event held on November 4-7, 2019. The partnership was a perfect match as both organizations have a similar interest in assuring that everyone has fair and equal opportunity for success in the workplace. In support of FAPAC's primary statement, ADRA's mission is to reduce conflict in the workplace through training designed to identify problem areas that create tensions and reduce productivity.

Training was led by Guno Ritfeld, J.D., a retired DOD Human Resource Commissioned Officer and founder of ADRA. Since 2011, the Academy has provided continuing



Back row left to right: Frederick Cheng, Phuong Calloway, Arunsiri Brown, Noelle Pickney, Benedict Eng, Tasha Sprague, Rudy Kamadinata, Monica Meyers, Lai-Yea Allyson Wong, Fahmida Chhipa.

Front row left to right: Danielle Cloos, Heather Pearson, Ting Mei Chau.

education and training online and onsite to various industry professionals, primarily concerning legal and dispute resolution. Currently, ADRA's focus is on providing federal agencies with training and services to resolve workplace and employment disputes.

The workshop hosted three special guest speakers among 20, hand-selected, students from various federal entities. Students had the honor to learn from Judge Katheryn Brown, an Administrative Judge (AJ) with the Equal Employment Opportunity Commission (EEOC), and Maria N. Rivero, Office of

Mediation at Inter-American Development Bank. Ms. Rivero shared her knowledge with students, giving them a perspective on dispute resolution outside federal agencies. She touched on diversity and relationships in the workplace, while engaging in a dialogue about disputes that may arise due to various perspectives from people with different backgrounds. Finally, FAPAC's very own VP of Operations, Fahmida Chhipa, an Equal Opportunity Specialist with the Department of Agriculture lead a lecture on federal EEO complaints and grievance processes, identifying common managerial mistakes and resolutions through communication, medication, and understanding of policies.

Graduates completed 32 hours of intense interactive training and demonstrated their ability to apply ethical standards, as advocated by the Uniform Mediation Act and Model Code of Conduct for Mediators, were issued with certificates recognized by International Continuing Education and Training (IACET) organization. Students also engaged in a discussion about Title VII, prohibited employment practices, grievance process in the Federal program, as well as the Equal Opportunity Commission functions, laws, and policies.

For more information on the Alternative Dispute Resolution Academy, training programs, events and certifications, please visit: <https://www.adraceu.com/>

DONATE TODAY!

The Combined Federal Campaign (CFC) ends January 12, 2020. Make a tax deductible donation today!

CFC #73301



Upcoming Training & Announcements

Want to develop your leadership skills?
Shadow one of FAPAC's Officers in this six-month program!

Leadership Shadowing Program (LSP)

Applications due 5:00 pm ET on December 27, 2019

shadowing@fapac.org | fapac.org/LSP




Want to learn about FAPAC and grow your leadership skills? Apply for the 2020 Leadership Shadowing Program (LSP) by **5:00 pm ET on December 27, 2019**. The LSP is a six-month program that begins January 2020 to July 2020. Contact Cailine Kim at shadowing@fapac.org with questions.

The Federal Asian Pacific American Council Presents

The 35th Annual National Leadership Training Program

Unite Our Nation by Empowering Equality

May 11-14, 2020
National Conference Center, Leesburg, VA
FAPAC.ORG/NLTP | NLTP@FAPAC.org



FAPAC announced the theme of "Unite Our Nation by Empowering Equality" for the May 2020 Asian American and Pacific Islander (AAPI) Heritage Month and the **35th National Leadership Training Program (NLTP)**. Join a community of public servants for the three-day training from May 11-14, 2020 at the National Conference Center in Leesburg, VA. For more information, see the press release at <https://www.fapac.org/pressreleases/8140870>

Career Development Mentoring Program for High Performers (CDP)

Questions? Email mentoring@fapac.org
Learn more at fapac.org/cdp



FAPAC is accepting applications for Mentors and Mentees for the 2020 Career Development Mentoring Program (CDP) from March 2020 to September 2020. Apply by **5:00 pm ET on December 27, 2019** or contact Dr. Phuong Callaway at mentoring@fapac.org with questions.

FAPAC is a 501(c)(3) nonpartisan, nonprofit organization representing the civilian and military Asian Americans and Pacific Islander (AAPI) employees in the Federal and District of Columbia governments.



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