



Federal Asian Pacific American Council

FAPAC

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

Rocket City was a Blast!

Upcoming Events:

- Jul 19—Career Development Program Midterm Feedback Session
- Aug 10 — Potluck Picnic
- Sep 27 — Career Fair

During its 34th National Leadership Training Program (NLTP) in Huntsville, AL, FAPAC leadership reached new heights by welcoming hundreds of future and current leaders of the federal government who traveled to “Rocket City USA” to collaborate, mentor, and network.

Eager young minds had great opportunities to meet with the some of the most experienced leaders in government. Sessions included executive coaching, premier workshops from finance and resume writing, to interview skills and leadership, plus an interactive exhibit floor with representatives from various government sectors.

The week kicked-off with a welcoming dinner and partner awards held at one of Huntsville’s greatest attractions, the *U.S. Space and Rocket Center* where the exhibit floor was transformed into an atmosphere that was literally, out of this world, showcasing some of the nation’s most prominent space achievements, artifacts, and memorabilia. It was unconventional, it was unique, and it was fun. Guests wandered about moon rockets and space suits with champagne glasses in hand.



FAPAC President Olivia Adrian delivering opening remarks during the welcome dinner.

Entertainment was provided by the Korean Mission School Cultural Dance Group, filling the walls of the enormous showroom floor with the thundering drum beats and colorful dancing in celebration of our heritage.

Featured was guest speaker, Colonel Kelsey Smith, Garrison Commander of the Redstone Arsenal, which was originally developed for chemical weapons research during World War II. Col. Smith highlighted the importance of diversity, referencing historical Asian and Asian Pacific Islanders who have made significant contributions to the U.S. Army and national defense over the decades.

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NLTP: Plenary Highlights

“Nobody is superior, nobody is inferior, but also, nobody is equal. Everyone is unique.”

A quote delivered by guest speaker Stephanie Piimauna (pictured right) during an interactive talk about sparking diversity and innovation. Stephanie, a veteran of the hospitality industry for over 25 years, encouraged us to think outside the box into the realm of radical thinking where innovative solutions stem. Additionally, Stephanie harked on cultural intelligence and diversity of thought, telling a story of epic failure when the hotel MGM Grand used a grandiose lion to welcome visitors by walking through its mouth. However, the idea, lacking initial cultural intelligence and thought, scared away many patrons of Asian cultural decent because walking into the mouth of a lion is akin to being eaten alive, and therefore, bad “feng shui” or bad luck. The MGM Grand then spent millions to move this massive lion. Lesson being, if there were initially someone at the decision table with **cultural intelligence** (not necessarily someone of AAPI heritage), this multi-million dollar correction could have been prevented.



Loving the photos?

Please visit: <https://fapac.org/NLT-Photos>



FAPAC welcomed Dr. Vu H. Pham (pictured left), Chair of *Elevate*, a organization that works with dozens of Fortune 500 companies, government entities, and non-profits, in leadership and executive development. Dr. Pham opened with an interactive kick-off, encouraging the audience to move out of their seats and continued to discuss non-verbal nuances that included writing font types, clothing color selection, the time it takes to draw a first impression (an impressive 38 millisecond), body language, and room configuration. Dr. Pham’s talk was highly entertaining and education as he demonstrated positional power when shaking hands or opening doors, whether you’re opening the door for someone or vice versa, and how to use these non-verbal ways to better promote yourself in the professional world.

Additional plenary sessions welcomed a wide -array of panels including an awardee panel (pictured right), executive leadership, and women leaders panel. Among the panelists were some of the highest ranking members within our federal government including NASA, FAA, U.S. Coast Guard, U.S. Air Force, DOT, DHS, and DOD. The panels provided a rare opportunity for young leaders to hear directly from senior decision-makers, a platform that only exists within FAPAC’s network of members. Further, the panels reinforced the meaningful, long-lasting, relationships created within the organization that not only benefits individuals, but supports our culture and heritage.



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NLTP: Celebrating our Awardees



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Federal Long Term Care Insurance Program

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Civic Leadership USA / Asian American Unity Coalition

FAPAC celebrated its awardees for both the **Uniformed Services** (pictured above) and **Civilian Award** (pictured below), selected based on a multitude of criterion for those who foster, promote, and practice a harmonious environment between the government and Asian American and Pacific Islander communities. For the uniformed services, special remarks were delivered by major General Garrett Yee, Deputy Director of Strategic Operations Planning for the US Army, and keynote speaker, Rear Admiral Matt Sibley, Director of Reserve and Military Personnel, U.S. Coast Guard, highlighting the importance of diversity within the ranks to further mission success.

The Civilian Awards Banquet welcomed keynote speakers Larry Mack, Deputy Director at the Office of Human Capital, NASA, and Jody Singer, Director, NASA Marshall Space Flight Center. Pictured right is Jody with FAPAC President Oliva Adrian, partaking in a traditional Japanese tea ceremony to begin the banquet. Honoring FAPAC's key statement "*Unite Our Mission by Engaging Others,*" we recognize people as our greatest strength., currently in a pivotal time where diversity and inclusion are integral for quality leadership and prime organizational strategic development. The collaboration of multi-cultural entities, including FAPAC, have major stake and representation.





NLTP: Networking

Attendees enjoyed a memorable networking event with an evening spent at the Huntsville Botanical Gardens, hosting a Chinese Lantern Festival (pictured right).

NLTP guest strolled among hundreds of lanterned plants and animals, which were colorfully displayed in celebration of Chinese culture and heritage. Additionally, the event welcomed special artists visiting from China, with unique talents such as paper cutting art and detailed embroidered tapestries. Definitely a once in a lifetime experience.



FAPAC members, including President Olivia Adrian, pictured with Huy Vu, son of FAPAC member Toan Vu of the STAR Chapter (photo left). Huy, 19, put on a phenomenal show during an evening networking social of all-you-can-eat pizza and sushi. Huy is currently a student at Auburn University, majoring in accounting and met some of the highest leaders throughout the government. Mentorship can happen anywhere, and this is a prime example where FAPAC hopes to support the young and talented Huy as his career progresses forward!

Throughout the week, attendees had numerous opportunities to learn, network, and interact with a full schedule of workshops, executive coaching sessions, student programs, network luncheons, and social events. Huntsville served as a phenomenal platform with a rich history in domestic space and rocket development. Special thanks to our very own FAPAC Southern Tennessee Valley and Alabama Region (STAR) Chapter based out of Huntsville for their hard work and support. Further thanks to the multitude of sponsors, National Aeronautics and Space Administration (NASA), USDA Foreign Agricultural Services, Department of Defense, US Army Corp of Engineers, Blue Cross Blue Shield amongst other government and private entities to make the 34th NLTP a huge success. Sponsors and partners colored the exhibit floor, enriching the NLTP experience by forming fundamental relationship and uniting people across industries. Thank you again and we hope to see you again for NLTP 2020. For more, go to: <https://fapac.org/NLTP2020>

SPECIAL THANKS TO OUR PARTNERS

- Huntsville/Madison County Convention & Visitors Bureau
- Equal Employment Opportunity Commission
- Office of Personnel Management
- White House Initiative on Asian Americans and Pacific Islanders
- American Scholarship Fund
- Asian American Government Executive Network
- Fortune
- US Department of Veteran Affairs
- Conference on Asian Pacific American Leadership
- National Coalition for Equity in Public Service
- National Diversity Coalition
- Elevate
- Civic Leadership USA
- Asian American Unity Coalition





AAPI Heritage Month Celebrations

“A lion dance and a parade kicks off the Asian American Pacific Islander Heritage Month observance in the Myer Auditorium courtyard May 23. The parade was led by **U.S. Army Combat Capabilities Development Command** Sgt. Maj. Jon Stanley.” —APG news (see left).



Full Aberdeen Proving Ground (APG) News article at:

<https://apgnews.com/community-news/team-apg-celebrates-asian-american-pacific-islander-heritage-month-3/>



On May 2, **U.S. Coast Guard** chapter welcomed guest speaker, Mr. Terry Shima, World War II Japanese-American veteran of the 100th Infantry Battalion and 442nd Regimental Combat Team. Mr. Shima reflected on the combat strength of the Japanese Americans, whom pledged to serve and fought against their own racial descent for what was right. Mr. Shima’s story of country and victory stood as a great remembrance for all those who have

served this country and reflected on how deeply rooted AAPI history runs in parallel with this country. Further celebration at U.S. Coast Guard Headquarters continued with in-house Hula and Tinikling dancing, Ukulele Hui, historic artifacts display and a large spread of AAPI sampling of dishes from authentic Hawaiian Kalua pork to mochi ball ice cream.

A bit of history...

The official Asian American and Pacific Islander Heritage Month originated in 1977 when the U.S. House of Representatives designated the month of May to recognize the hardships faced by early Asian Pacific immigrants to the United States and their achievements and significant contributions to American Society.



Mr. Chhem Young-Pen, president of the **FAPAC Southwest** chapter (pictured left), delivered remarks during an Asian-American Pacific Islander month commemoration at Commander, Naval Surface Force, U.S. Pacific Fleet headquarters, May 30. During the event, members of the Naval Surface Force, civilian, active-duty, and reserve enjoyed a selection of cultural foods in celebration of AAPI month. The United States Navy continues to honor the achievements and

contributions of Asian-Americans and Pacific Islanders to the United States. Today, more than 23,000 Asian-American and Pacific Islander Sailors serve the Navy team.





AAPI Heritage Month Celebrations



FAPAC President, Olivia Adrian, was invited by the NASA Glenn Research Center (GRC) Office of Diversity and Equal Opportunity (ODEO) and the Asian & Pacific Islander Advisory Group (APIAG) as keynote speaker for NASA GRC's AAPI Heritage Program on May 22. She is pictured left with Dr. Janet Kavandia, current NASA GRC Director and former astronaut, member of the fifteenth class of U.S. astronauts where she supported capsule communications, robotics. Adrian, introduced by Kavandia, spoke about her personal journey and career development, and means of career advancement through professional development, mentorship, coaching, lateral assignments, and training opportunities. Adrian further elaborated on opportunities that exist both within federal government and outside, emphasizing on unique trainings available through FAPAC



including SES Coaching, National Leadership Training Program (NLTP), and career development program (CDP).



On May 7, President Adrian was also the keynote at the **Department of Justice (DOJ)** AAPI celebration (picture right) and delivered a similar speech, discussing inclusion in the workplace, focusing on the importance of diversity and FAPAC's role in furthering a diverse workforce.



Contribute to the Newsletter

Contact Newsletter Chair Angel Kwok at newsletter@fapac.org with any comments or future article submissions.

View past newsletters at www.fapac.org/



AAPI Heritage Month Celebrations



FAPAC National Institute of Health (NIH) chapter teamed with the Department of Health and Human Services (HHS), invited all HHS employees to join its observance of AAPI Heritage Month on May 14. Featured speakers include Dr. Howard Koh, the 14th Assistant Secretary for Health, Ms. Holly Ham, Executive Director, White House Initiative on Asian Americans and Pacific Islanders, and Dr. Michael Lu, Senior Associate Dean at The George Washington University. Approximately 120 people from

different agencies joined in celebration, including a productive networking session.



On May 7, FAPAC Department of Interior (DOI) chapter hosted its AAPI Heritage Month observance, inviting *White House Initiative on AAPI* Executive Director Holly Ham to speak. She delivered an inspiring message about hard work, dedication, and luck with



DOI employees. FAPAC-DOI member Mathew John also produced a powerful video featuring five DOI employees who shared their personal AAPI stories.

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AAPI Heritage Month Celebrations

The U.S. Department of Agriculture (USDA) chapter ended the month honoring the AAPI's rich culture at its grand Whitten Patio on May 30. The celebration started with the honorable Khadro Crystal Chu Rinpoche, a world renowned spiritual and academic



leader and the successor to H.H. Grandmaster Lin Yun, who presented on the topic of "Stress Reduction and Anger Management." Then FAPAC-USDA chapter officers presented FAPAC National plaques to all the agencies who supported FAPAC and the NLTP. The program continued for another hour with cultural performances and sampling

of vast array of diverse catered and donated food.



The event was extremely successful with over 150 attendees and at least 10 agency heads and VIPs who enjoyed the program, food, and entertainment.

Newsletter Contributions

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Photo credits: Thong Vu, Angel Kwok, Toan Vu, Rachel Ponder, CDC/ATSDR AAPIECA

FAPAC NorCal kicked off May by hosting a luncheon for all members. The NorCal chapter discussed upcoming events and the importance of AAPI heritage. Celebrations were sponsored by the Coast Guard, where there was an opportunity to listen to music and enjoy lunch with trained classical musician Alan Yip.





AAPI Heritage Month Celebrations



On May 30th, FAPAC—Las Vegas Silver State (LVSS) partnered with the Equal Employment Opportunity (EEO) Office in presenting the 3rd Annual Asian Heritage Event at Reclamation’s Regional Training Center. Chapter president, Gil Cristobal, spoke about FAPAC and this year’s theme “Unite Our Mission by Engaging Each Other.” Yvette Scott-Butler represented the EEO office and introduced Gavin and Cirony Brown, Goble: The Hawaiian Ohana, who

provided the event’s feature presentation. Gavin explained and demonstrated various Hawaiian artifacts, such as; the queen conch shell horn, the Hawaii State Flag while discussing its origins, opening a raw coconut with a stone, proper floral head dress etiquette, and instruments used by Hawaiian hula dancers. Gavin’s wife, Cirony, performed several authentic Hawaiian hula dances, each dance wearing different wardrobes and musical tracks. The event ended with a broad sampling of Asian foods for approximately 30 attendees.

On May 21, the **Food and Drug Administration**, Office of Equal Employment Opportunity (OEEEO) invited all interested individuals to attend AAPI Heritage Month Observance at the FDA White Oak Campus. Attendees included those from the Health and Human Services (HHS), and Office of Human Rights (OHR) Diversity & Inclusion Division, with Center for Food Safety and Applied Nutrition (CSFAN) Asian American Network (CAAN), Asian Pacific Officers Committee (APAOC), Blacks In Government (BIG), and Hispanic Employee Organization (HOLA). Provided was a full day of events hearing from various presenters, topics ranged from cultural integration to FDA workforce demographics and addressed the challenges and benefits of establishing an effective diversity and inclusion program. The entire event can be found online at: <https://collaboration.fda.gov/pmfgv5519gt1/>

Become a FAPAC Member

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

Contact Membership Chair Selina Lee at membership@fapac.org.

Join a FAPAC Chapter

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





6th Career Development Program Kick-off

On April 12, FAPAC hosted its 6th Career Development Program (CDP) Kick-off orientation. Goals of the CDP are to support a diverse and inclusive workforce by expanding career development opportunities for employees in the federal government. CDP actively assists AAPIs in overcoming barriers to attain supervisory and leadership positions in competitive employment environments and aims to serve as an additional resource for self-improvement and professional development. Eighteen mentees were paired with their respective mentors from cross-federal entities with a full complement of one-on-one mentoring, workshop activities such as seminars and job fairs, and a 16-hour leadership project that grants the opportunity for the mentee to learn beyond their current job expectations. Further, the activity will involve services and disciplines participants normally do not interact, aiding to their experience, professional toolbox, and overall development.



2nd Quarterly Board & Chapters Meeting



FAPAC welcomed back Dr. Vu Pham (pictured left), Chair of *Elevate* to attend the 2nd quarterly board and chapters meeting for a leadership training session. Dr. Pham held an interactive talk on organizational strategy using a historical

example of the famous 300 Spartan soldiers. Dr. Pham broke down and analyzed how merely 300 soldiers were able to fend off thousands of Persian invaders with smart strategy and prioritization. Dr. Pham further elaborated on what is known as “The Eisenhower Box” by placing tasks into four categories: not important, important, urgent, and not urgent. Followed by four choices moving forward, i.e. to-do, decide, delegate, or delete. FAPAC leaders and decision-makers were sure to take note of Dr. Pham’s teachings and rolled directly into a chapters meeting, conferencing in all FAPAC chapters where Dr. Pham continued with a brief history lesson on Asian Americans,

describing how and why Asians were brought—or selected rather—into the United States for certain skill sets in the 1960’s. The catalyzer being the Cold War, many of Asian descent were recruited into the U.S. mainly for science, technology, engineering, and math, (STEM) academia and background. This resulted in a shortage of sales and marketing expertise in Asian Americans. At the end of the day, to quote Dr. Pham, **“The key word in promotion is promote”** and encouraged us to truly promote ourselves.



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.