



ICAP 2023

International Career Advancement Program

September 30-October 8, 2023

THE ASPEN INSTITUTE / THE ASPEN MEADOWS RESORT
ASPEN, COLORADO

Dr. E. Thomas Rowe
Director, International Career Advancement Program
Josef Korbel School of International Studies
University of Denver

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University of Denver
Denver, CO 80208
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INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Check in at the Aspen Meadows Resort/Aspen Institute at the Isaacson Center.
The reception, dinner, and program will be in the Hines Room.

AGENDA

Saturday, September 30, 2023

ARRIVALS

Check-in at the Aspen Meadows Resort/Aspen Institute

5:30-6:30 p.m. *RECEPTION*

6:30-8:00 p.m. *DINNER*

8:00-10:00 p.m. **Welcome:** Tom Rowe (University of Denver)
Introductions
Nature of the Program

Session 1: “The Importance of Diversity, Equity and Inclusion”
Ambassador Gina Abercrombie-Winstanley (ICAP 1997, Middle East Policy Council)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. If the weather permits, the “Ceremonial Beginning” will be in the meadow leading toward the Koch Center. All other daytime sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and the evening program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Sunday, October 1, 2023

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-8:30 a.m.	Session 2: “A Ceremonial Beginning” Tink Tinker (Iliff School of Theology)
8:30-9:00 a.m.	<i>BREAK</i>
9:00-10:30 a.m.	Session 3: “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2023 Fellows
10:30-11:00 a.m.	<i>BREAK</i>
11:00-12:30 noon	Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2023 Fellows
12:30-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2023 Fellows
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	Session 4: “Coping with the Impact of Bias and the Absence of Diversity, Equity and Inclusion” Dr. Raymond Crowel (Independent Psychologist) and Dr. DJ Ida (NAAPIMHA)
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	Session 5: “Diversity: New Soft Power---or Domestic Failure?” Fritz Mayer (University of Denver)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Breakout groups will be in and around the Koch Center. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Monday, October 2, 2023

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-10:00 a.m.	Session 6: Career Workshop I: “Taking Control of Your Career” Sandra Rivera (ICAP 1998, US International Trade Commission)
10:00-10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	Session 7: “Learning from Indigenous Thought and Practice” Tink Tinker (Iliff School of Theology)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 8: "Policy Challenges for the Biden Administration in Asia" Ambassador William Itoh (University of North Carolina-Chapel Hill)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	Session 9: Breakout Groups: “Presenting Your Qualifications” <i>For Instructions for this exercise, see page 12 of this booklet</i>
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	Session 10: “The Rights of Migrants and Asylum Seekers” Ved Nanda (University of Denver)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Breakout groups will be in and around the Koch Center. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Tuesday, October 3, 2023

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-10:00 a.m.	Session 11: Career Workshop II: “Living and Working with Your Strengths” Mira Morton Luna (Metro State University Denver Health Institute)
10:00-10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	Session 12: “The Nexus between Racial Justice, Investing, Financial Literacy and Geopolitics” Earl Carr (ICAP 2005, CIPA Global Advisors)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 13: “Challenges and Opportunities in Non-Profits” Margaret Huang (ICAP 2003, Southern Poverty Law Center)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-4:30 p.m.	Session 14: Breakout Groups on the Special Issues Faced by Men and Women in International Careers Dr. Raymond Crowell (Independent Psychologist) and Dr. DJ Ida (NAAPIMHA)
4:30-5:00 noon	Session 15: Reporting Back to the Plenary for General Discussion on Special Issues in International Careers Dr. Raymond Crowel (Independent Psychologist) and Dr. DJ Ida (NAAPIMHA)
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	Session 16: “Promoting Diversity and Inclusion in USDA’s Foreign Agricultural Service” Adriano Vasquez (USDA/FAS)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Wednesday, October 4, 2023

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|------------------|---|
| 7:00-8:00 a.m. | <i>BREAKFAST</i> |
| 8:00-10:00 a.m. | Session 17: Career Workshop III: “Using LinkedIn”
Gihan Fernando (American University) |
| 10:00-10:30 a.m. | <i>BREAK</i> |
| 10:30-12:00 noon | Session 18: “Self-Care and Leadership”
Dr. Raymond Crowel (Independent Psychologist) |
| 12:00-12:15 p.m. | Brief Introduction to the Working Groups Exercise for Saturday
Tom Rowe (University of Denver) |
| 12:15-1:30 p.m. | <i>LUNCH</i> |
| | <i>AFTERNOON OPEN FOR HIKING OR OTHER RECREATION</i> |
| 7:00-8:00 p.m. | <i>DINNER</i> |
| 8:00-9:30 p.m. | Session 19: “Civility, Diplomacy and Leadership”
Ambassador Harriett Elam-Thomas (Independent Consulting) |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Thursday, October 5, 2023

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-10:00 a.m.	Session 20: Career Workshop IV: “Building Your Authentic Brand” Ashley Stewart (Independent Executive Coach) Patrice Ford Lyn (Independent Executive Coach)
10:00-10:15 a.m.	<i>BREAK</i>
10:15-12:15 noon	Session 21: “View from Capitol Hill” Ven Neralla (Federal Street Strategies) Chris McCannell (Gray Robinson Law Firm)
12:15-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 22: “1980s Throwbacks and New Twists: A Quick Tour of the Global Financial System.” Ilene Gabel (University of Denver)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	Session 23: “Leadership is an Inside Job” Patrice Ford Lyn (Independent Executive Coach) Ashley Stewart (Independent Executive Coach)
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	Session 24: “Go Away or Come Closer? Parsing the Policy Preferences of the Most Policed” Ajenai Clemmons (University of Denver)

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Friday, October 6, 2023

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-10:00 a.m.	Session 25: “The Resurgence of Othering in the U.S.: Contemporary Racism, Ethnocentrism, Homophobia, Xenophobia, and Related Trends” Ven Neralla (Federal Street Strategies) Chris McCannell (Gray Robinson Law Firm)
10:00-10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	Session 26: “The Tragic Science: How Economists Cause Harm (Even as They Aspire to Do Good)” George DeMartino (University of Denver)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 27: “Policy Challenges for the U.S. in Africa” Singumbe Muyeba (University of Denver) and Abigail Kabandula (University of Denver)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	Session 28: "Strategies for Personal Advancement: Know Thyself, Know the Truth and Know the System" Elena Mola (Corporate Attorney)
5:00-6:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-10:00 p.m.	OPEN FOR CELEBRATION: INDIVIDUAL TALENTS AND CULTURAL HERITAGE

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Barksdale Lobby of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Working Groups can meet wherever they decide. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Saturday, October 7, 2023

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	Session 29: “Seeking Equity and Inclusion in the Face of Increasing Threats” Latanya Mapp Frett (ICAP 2001, Global Fund for Women)
10:00 -10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	Session 30: “The ICAP Fellows Association and Its Activities” Eileen Purkeypile (ICAP 2021, Children’s Emergency Relief International)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-4:00 p.m.	Working Group Meetings
4:00-5:00 p.m.	Session 31: Working Group Reports
5:00-7:00 p.m.	<i>OPEN</i>
7:00-8:00 p.m.	<i>DINNER</i>
8:00-10:00 p.m.	Session 32: Concluding Program

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Kaufman Room of the Doerr Hosier Center. You should check out in the morning but breakfast and lunch are provided as part of the program.

AGENDA

Sunday, October 8, 2023

7:00-8:30 a.m. *BREAKFAST*

8:30-10:00 a.m. *OPEN*

10:00 a.m. Check Out of the Aspen Meadows Resort/Aspen Institute

10:00-12:00 noon *OPEN*

12:00-1:30 p.m. *LUNCH*

DEPARTURES

INSTRUCTIONS FOR SESSION 9

Session 9: “Presenting Your Qualifications”

In this exercise, the aim is to help you hone your skills in presenting your qualifications briefly and effectively for a promotion or new position to a senior official who will play an important role in the decision. The senior person with whom you are paired will structure this exercise but you will be given a very limited time (probably no more than 3 minutes) to explain why you are qualified and then the senior mentor and other members in your group will provide a critique. Although everything cannot be covered, the general criteria are the “Executive Core Qualifications.” These are given below the assignments in the table.

Breakout Groups

Senior Mentor: Amb. Will Itoh Maureen Ahmed Charles Brown Manal Farah Hannah Cha Miriam Welderufael Angela Bruce-Raeburn Erika Bethman Keome Rowe Yessenia Moses Nya Boayue Tahalia Barrett Chang	Senior Mentor: Amb. Harriet Elam-Thomas Lucy Seyfarth Berna Keen Beney Lee Izaak Mendoza Shivan Sarin Laura Aldrich Estelle Willie Kathy Yao Sunita Yadav-Pauletti Randhy Miranda Olutayo Akingbe
Senior Mentor: Elena Mola Curtrice Dorsey Elice Elegbe Chidinma Ikonne Chong Hun Park (John Park) Emilia Carrera Raghavan Srinivasan Appreccia Faulkner Nida Ansari Vahe Mirikian Claudia Youakim Mark Akpaninyie	Senior Mentor: Dr. Raymond Crowel Maleeka Glover Christin Ho Noni Lee Eduardo Garcia Elizabeth Williams Razia Baqai Claudia Munoz Seng Peng Seema Johnson Nashwa Elgadi

Executive Core Qualifications

ECQ 1: Leading Change

Definition: This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

ECQ 2: Leading People

Definition: This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

ECQ 3: Results Driven

Definition: This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

ECQ 4: Business Acumen

Definition: This core qualification involves the ability to manage human, financial, and information resources strategically.

ECQ 5: Building Coalitions

Definition: This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

In addition to the above, there are certain "Fundamental Competencies" that are critical. These are noted as follows:

- **Interpersonal Skills:** Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations.
- **Oral Communication:** Makes clear and convincing oral presentations. Listens effectively; clarifies information as needed.
- **Integrity/Honesty:** Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions. Models high standards of ethics.
- **Written Communication:** Writes in a clear, concise, organized, and convincing manner for the intended audience.
- **Continual Learning:** Assesses and recognizes own strengths and weaknesses; pursues self-development.
- **Public Service Motivation:** Shows a commitment to serve the public. Ensures that actions meet public needs; aligns organizational objectives and practices with public interests.

SESSION 31

WORKING GROUPS

The 2023 Cohort should elect a class captain to represent their respective cohort in the ICAP Fellows Association WhatsApp Group Communication and to present their Action Plan during a TBD ICAPFA Board Meeting. The Cohort should also designate one person to serve as a liaison with the ICAP Fellows Association, the Global Access Pipeline and the Council on Foreign Relations to represent ICAP 2023 in planning the Spring 2024 Conference on Diversity in International Affairs and the ICAP FA Reunion Meeting following that Conference.

Each Working Group is expected to develop a brief ICAP 2023 Action Plan to be presented to a meeting of the whole on Saturday afternoon, October 8th. You may change groups if you wish. The Working Groups are expected to work within and across their cohorts as well as with existing ICAP Fellows Association Committees (full committee descriptions are included below).

WORKING GROUP A: Increasing Interest in and Knowledge of International Affairs among Pre-Collegiate, Undergraduate and Graduate Level Students from Underrepresented Groups

Basic Question: What activities and programs can ICAP undertake to increase the numbers of pre-collegiate and college/graduate level youths from underrepresented groups having an interest in international affairs?

Issues Could Include: ICAP is already part of the Global Access Pipeline (GAP) project (it was an ICAP grant from Ford that initially launched GAP) and will participate in the GAP/ICAP/CFR Conference on Diversity in International Affairs in the Spring of 2024 in Washington, DC, at the Council on Foreign Relations. What other types of programs for elementary or secondary school students ought to be undertaken? How might these be linked to college level and graduate programs? What measures ought to be taken at the college and graduate studies levels? How might these be linked to mid-career professional associations and leadership programs? What might the ICAP 2023 Fellows do to educate, guide and encourage individuals at these various levels?

Action Plan: What three specific things will be undertaken by members of ICAP 2023? Who in this working group will take the lead on each of those measures? Who will work with the ICAP Fellows Association to ensure the actions are incorporated in committee efforts of the ICAP Fellows Association? Please ensure everyone signs up for specific tasks. The relevant Committees of the ICAP Fellows Association are as follows: Policy, Professional Development, Social/Events, and Communications. To determine the responsible committee, communicate with the President, Norma Toussaint. Remember this is a commitment to take action yourselves, not simply to advise others on what might be done.

Working Group A Members (Others May Join):

Maureen Ahmed

Maleeka Glover

Charles Brown

Manal Farah
Hannah Cha
Curtrice Dorsey
Elice Elegbe
Chidinma Ikonne
Seema Johnson
Chong Hun Park (John Park)
Lucy Seyfarth
Elizabeth Williams
Berna Keen
Beney Lee

WORKING GROUP B: Alumni Development-Ensuring the Success and Funding of the ICAP Fellows Association after the Program in Aspen

Basic Question: After the week in Aspen, beyond the Mid-Year Reunion Meeting and the Conference on Diversity, what further activities by the ICAP 2023 alumni will help to support and fund the Alumni Association, engage larger portions of the alumni, enhance the likelihood of ensuring an effective support group and otherwise achieve the goal of furthering the careers of the mid-career participants?

Issues Could Include: How can ICAP 2023 alumni help to ensure the continued availability of adequate funding and develop fundraising ideas for the Alumni Association? What systems of mutual support among ICAP participants should be developed and how might they best be maintained? How can the ICAP Alumni Association be used and supported to advance our mutual goals?

Action Plan: What three specific things will be undertaken by ICAP 2023? Who will work with the ICAP Fellows Association to ensure the actions are incorporated in committee efforts of the ICAP Fellows Association? Please ensure everyone signs up for specific tasks. The relevant Committees of the ICAP Fellows Association are as follows: Partnerships, Fundraising, Memberships, Membership Management Portal, Communications, and Finance. To determine the responsible committee, communicate with the President, Norma Toussaint. Remember this is a commitment to take action yourselves, not simply to advise others on what might be done.

Working Group B Members (Others May Join):

Miriam Welderufael
Eduardo Garcia
Angela Bruce-Raeburn
Christin Ho
Noni Lee
Emilia Carrera
Raghavan Srinivasan
Appreccia Faulkner

Nida Ansari
Vahe Mirikian
Izaak Mendoza
Razia Baqai
Shivan Sarin
Laura Aldrich
Sunita Yadav-Pauletti

WORKING GROUP C: Ensuring the Success and Funding of ICAP after the Program in Aspen

Basic Question: After the week in Aspen, in addition to reporting back to sponsoring agencies and advocating for expanded support, what further activities by the ICAP 2023 alumni will help in the funding of ICAP and ensure a robust pool of applicants?

Issues Could Include: How can ICAP 2023 alumni help to ensure the continued availability of adequate funding and develop fundraising ideas? How can ICAP 2023 Fellows help to ensure government agencies and nonprofits will continue to support ICAP? How can ICAP 2023 Fellows expand the government agencies, nonprofits, and private sector firms willing to sponsor participants? How can ICAP 2023 Fellows help ensure there will be funding in 2024 for Fellows from organizations unwilling or unable to sponsor participants?

Action Plan: What three specific things will be undertaken by ICAP 2023? Who will work with the ICAP Fellows Association to ensure the actions are incorporated in committee efforts of the ICAP Fellows Association? Please ensure everyone signs up for specific tasks. The relevant Committees of the ICAP Fellows Association are as follows: Partnerships, Fundraising, Memberships, Communications, and ICAP Aspen. To determine the responsible committee, communicate with the President, Norma Toussaint. Remember this is a commitment to take action yourselves, not simply to advise others on what might be done.

Working Group C Members (Others May Join):

Erika Bethman
Keome Rowe
Yessenia Moses
Nya Boayue
Tahalia Barrett Chang
Catriona Bullock
Claudia Youakim
Nashwa Elgadi
Mark Akpaninyie
Estelle Willie
Kathy Yao
Claudia Munoz
Randhy Miranda
Olutayo Akingbe
Seng Peng

Descriptions of Current ICAPFA Committees

Committee Name	
Communications	The purpose of the Communications Committee is to elevate ICAP Fellows and Senior Advisors and foster a sense of virtual community amongst ICAP Fellows, Senior Advisors, and Friends. The Communications committee posts information on ICAP Fellows' accomplishments, highlights Fellows in honor of events such as Black History Month or International Women's Day, and disseminates information on opportunities and events relevant to the ICAP Fellows Association Community.
Finance	The purpose of the Finance Committee is to support the work of the Vice President of Finance in ensuring ICAP Fellows Association funds, including assets and earnings, and associated records are managed, disbursed, and reported appropriately. This includes preparing 990 forms for 501(c)(3) returns, approving spending requests, and preparing expense reports.
Professional Development	The Professional Development Committee is responsible for organizing and planning programming and opportunities tailored to ICAP Fellows' professional growth and advancement. Examples include career coaching, Executive Core Qualifications workshops, and information sessions on political appointments.
Memberships	The Memberships Committee is also responsible for conducting surveys at regular intervals and soliciting and integrating feedback from the ICAP Fellows community.
Membership Management Portal	The Member Management Portal Committee is responsible for Neon One, the platform that connects ICAP Fellows. This committee continuously updates the platform user experience, manages the content available to ICAP Fellows, and answers any questions Fellows may have on becoming a part of the community.
Social/Events	The purpose of the Social Committee is to connect the ICAP Fellows Association community through in-person programming and networking opportunities.
Partnerships	The Partnerships Committee is responsible for identifying partnerships relevant to the ICAP Fellows Association's mission and maintaining partnership with University of Denver, Korbel School of International Studies Internship Program.
Policy	The Policy Committee is responsible for identifying opportunities relevant to the ICAP Fellows Association's mission that intersect with current discourse on policy.
ICAP Aspen	The ICAP Aspen Committee serves as the official liaison between the ICAP Fellows Association and the ICAP Program at the University of Denver. Discussions such as plans for the Conference on Diversity on

	International Affairs and plans for welcoming new Fellows occur through this channel.
Fundraising	The Fundraising Committee is responsible for the longevity of the ICAP Fellows Association and ability to fund ICAP Fellows through the University of Denver. Members of the Fundraising Committee serve by utilizing networks to reach donors, preparing outreach materials for fundraising, and thank you notes for donors.
Global Giving	The goal of Global Giving Committee is to help raise funds for ICAP Aspen future fellows.

COUNSELING SESSIONS SCHEDULE

Individual counseling sessions will be held in a location determined by the Counselor. Note that although assigned to a particular counselor for a formal one-on-one session, you can arrange informal sessions with other counselors and senior mentors as time permits. Also, if your counselor agrees, the time might be rearranged for a breakfast or lunch period.

GIHAN FERNANDO – Room TBA

<i>Sunday, October 1</i>	5:00 p.m.: Maureen Ahmed 6:00 p.m.: Vahe Mirikian
<i>Monday, October 2</i>	5:00 p.m.: Mashwa Elgadi 6:00 p.m.: Lucy Seyfarth
<i>Tuesday, October 3</i>	5:00 p.m.: Noni Lee 6:00 p.m.: Laura Aldrich
<i>Thursday, October 5</i>	5:00 p.m.: Curtrice Dorsey 6:00 p.m.: Sunita Yadav-Pauletti
<i>Friday, October 6</i>	5:00 p.m.: Olutayo Akingbe

PATRICE FORD LYN – Room TBA

<i>Sunday, October 1</i>	5:00 p.m.: Apprecia Faulkner 6:00 p.m.: Catrioni Bullock
<i>Monday, October 2</i>	5:00 p.m.: Miriam Welderufael 6:00 p.m.: Raghavan Srinivasan
<i>Tuesday, October 3</i>	5:00 p.m.: Beney Lee 6:00 p.m.: Tahalia Barrett Chang
<i>Thursday, October 5</i>	5:00 p.m.: Estelle Willie 6:00 p.m.: Seema Johnson

MIRA MORTON LUNA– Room TBA

<i>Sunday, October 1</i>	5:00 p.m.: Nida Ansari 6:00 p.m.: Manal Farah
<i>Monday, October 2</i>	5:00 p.m.: Edwardo Garcia 6:00 p.m.: Christin Ho
<i>Tuesday, October 3</i>	5:00 p.m.: Erika Bethman 6:00 p.m.: Seng Peng
<i>Thursday, October 5</i>	5:00 p.m.: Elice Elegbe 6:00 p.m.: Claudia Munoz
<i>Friday, October 6</i>	5:00 p.m.: Emilia Carrera

SANDRA RIVERA– Room TBA

<i>Sunday, October 1</i>	5:00 p.m.: Maleeka Glover 6:00 p.m.: Hannah Cha
<i>Monday, October 2</i>	5:00 p.m.: Mark Akpaninyie 6:00 p.m.: Elizabeth Williams
<i>Tuesday, October 3</i>	5:00 p.m.: Keome Rowe 6:00 p.m.: Yessenia Moses
<i>Thursday, October 5</i>	5:00 p.m.: Kathy Yao 6:00 p.m.: Chong Hun Park (John Park)
<i>Friday, October 6</i>	5:00 p.m.: Angela Bruce-Raeburn

ASHLEY STEWART– Room TBA

<i>Sunday, October 1</i>	5:00 p.m.: Charles Brown 6:00 p.m.: Claudia Youakim
<i>Monday, October 2</i>	5:00 p.m.: Berna Keen 6:00 p.m.: Izaak Mendoza
<i>Tuesday, October 3</i>	5:00 p.m.: Razia Baqai 6:00 p.m.: Nya Boayue
<i>Thursday, October 5</i>	5:00 p.m.: Chidinma Ikonne 6:00 p.m.: Randhy Miranda
<i>Friday, October 6</i>	5:00 p.m.: Shivan Sarin

MID-CAREER PARTICIPANTS: ICAP 2023 FELLOWS



MAUREEN AHMED

Maureen Ahmed, a 2023 ICAP/State Department Fellow, is a Senior Foreign Affairs Officer at the U.S. Department of State. Maureen has advised U.S. officials on foreign policy and national security and strategy. An activist and grassroots organizer by training, she has spent over a decade leading democratic renewal, human rights, global health, and gender initiatives globally, working in four continents to support Sub-Saharan, Balkans, and South and Central Asian bilateral priorities. Maureen currently serves as the Lead Foreign Affairs Officer on South Asia Human Rights Policy in the Bureau of Democracy, Human Rights, and Labor. Prior to DRL, she served as the South Africa Country Manager for the President's Emergency Plan for AIDS Relief (PEPFAR) program for four years. Maureen joined the State Department through the U.S. Presidential Management Fellowship (PMF), Class of 2016.

Outside of work, Maureen is currently a Young Leader for the American Council on Germany, a Young Leader for the Pacific Forum, a Next Gen Initiative Fellow for Foreign Policy of America, and a Non Resident Fellow for the Arms Control Negotiation Academy. She is also a Security Fellow with the Truman National Security Project and was a Penn Kemble Fellow for the National Endowment of Democracy. She holds a Master of Public Administration in International Policy and Management from New York University Wagner School of Public Service and a Bachelor of Arts in Political Science and Gender Studies from the State University of New York at Stony Brook. Before switching to a career in international affairs, Maureen spent over a decade working in the non-profit sector advocating on behalf of women and girls, low-income, and immigrant communities of color in her native New York City.



OLUTAYO AKINGBE

Olutayo Akingbe, a 2023 ICAP/FAS Fellow, is a Climate Advisor in the Office of the Administrator at USDA's Foreign Agricultural Service (FAS). She is also a Foreign Service Officer and served as Regional Agricultural Attaché in Cairo, Egypt from 2019 to 2022. Olutayo began her career with FAS in 2016 as a foreign service trainee. While in Washington, she served as China Desk Officer, Deputy Chief of Staff to the FAS Administrator, Coarse Grains Commodity Analyst, and Special Assistant to the Deputy Administrator of Foreign Affairs. Prior to FAS, Olutayo worked on agricultural development and food assistance programs for USAID and development contractors.

Olutayo has a Bachelor's Degree in International Relations and African Studies from the University of Pennsylvania and a Masters of International Affairs from Columbia University.



U. MARK AKPANINYIE

U. Mark Akpaninyie, a 2023 donor-funded ICAP Fellow, is a Senior Advisor for Asia in the Bureau for Asia at the U.S. Agency for International Development. He was most recently the Senior Policy Analyst for the Indo-Pacific on the House Committee on Foreign Affairs, working under the leadership of Ranking Member Gregory W. Meeks on issues relating to East Asia, South Asia, Southeast Asia, and the Pacific. Before Congress, he worked on the Senate campaign for Jon Ossoff and the presidential campaign for Elizabeth Warren. Prior to the 2020 campaign trail, Mark worked at the Center for Strategic and International Studies (CSIS), where he was part of the Simon Chair in Political Economy's Reconnecting Asia Project and Freeman Chair in China Studies and worked for the late Dr. Zbigniew Brzezinski. Before joining CSIS, he lived in China for over three years, serving as a Fellow with Teach For China and later a lecturer at Baoshan University in Yunnan.

Mark is a member of the National Committee on U.S.-China Relations, a Security Fellow with the Truman National Security Project, a fellow with the Schmidt Futures International Strategy Forum, and a member of Foreign Policy for America's NextGen Initiative. A proponent for greater diversity, equity, and inclusion in foreign policy spaces, Mark is the co-founder of the Black China Caucus (BCC) and a leadership member of the National Association for Black Engagement with Asia. Mark graduated with a B.A. in Public Policy Studies from Duke University.



LAURA ALDRICH

Laura Aldrich, a 2023 ICAP/Navy Fellow, is a Lieutenant in the United States Navy. She commissioned as an officer in 2019 to earn her Ph.D. in Clinical Psychology. She is on track to complete her Ph.D. in 2024 and serve as a Navy Psychologist. Prior to joining the Navy, LT Aldrich worked for the federal government for 10 years in various positions in foreign policy for the US Department of State and in the intelligence community. In the diplomatic and intelligence communities, she honed her subject matter expertise on Latin America and utilized her language skills in Spanish and Brazilian Portuguese. She used her strong interpersonal skills to work well with interagency partners, navigating bureaucratic challenges to address US foreign policy and national security objectives. LT Aldrich became interested in mental health while serving overseas as a US Diplomat. She saw firsthand how scarce mental health resources were at the time for US personnel serving abroad and wanted to contribute to enhanced wellbeing of the diplomatic corps. Aldrich earned bachelor's degrees in international leadership studies and Spanish from Marietta College in Marietta, Ohio. She also earned a Teaching English as a Foreign Language Certificate (TEFL). LT Aldrich completed a Master of Arts degree in psychology from New York University in 2019 and enrolled in the doctoral program at the Uniformed Services University of the Health Sciences (USU) as one of two students accepted to the program by the US Navy. She earned a Master of Science degree in Clinical Psychology from USU in 2021. In her free time, LT Aldrich enjoys hiking, reading, and eating delicious food. She is an avid volunteer and recently earned the Military Outstanding Volunteer Service Medal. In the past year, she has also raised more than \$10,000 for the Michael J. Fox Foundation for Parkinson's Research.



NIDA ANSARI

Nida Ansari, a 2023 ICAP/State Department Fellow, is a policy advisor with the Strategic Religious Engagement (SRE) Unit in the IRF office, where she covers the European Affairs (EUR), the Western Hemisphere (WHA), Muslim outreach, climate, and social inclusion portfolios. Nida joined the State Department in 2011 as a Pathways intern in IRF as a member of the South and Central Asia (SCA) team. She has also served as a policy advisor for the Special Representative to Muslim Communities in the Office of Religion and Global Affairs (now SRE) from 2014-2018 and served as a policy advisor on detail at the U.S. Helsinki Commission in 2019, where she developed capacity-building programs for young and diverse populations in Western Europe. Nida re-joined IRF in early 2020.

Nida grew up in Port Saint Lucie, Florida. She received her B.A. from the University of Minnesota - Twin Cities, and her M.S from George Mason University.



RAZIA BAQAI

Razia Baqai, a 2023 ICAP/USAID Fellow, is a USAID Foreign Service Officer with over 15 years of experience in development and international affairs. She has served in various locations, including Washington, D.C., Jordan, and Senegal. Currently, she is the Deputy Division Chief for Economic Growth, Environment, and Agriculture in the Africa Bureau. Ms. Baqai is responsible for overseeing a \$1 billion dynamic economic and environmental portfolio and leading six technical teams that support all of the sub-Saharan Africa USAID Missions. Her expertise and leadership acumen are highly respected, and she provides valuable guidance to her colleagues at the agency and the USG. Additionally, Ms. Baqai is an active member of the Diversity, Equity, Inclusion, and Accessibility team, and she mentors new staff.

Ms. Baqai is dedicated to developing financial resources for the African continent for trade and investment. Her expertise includes personnel management, sustainable agriculture, renewable energy, water and sanitation, private sector investment, and policy.

Before her tenure at USAID, Ms. Baqai was an Environmental Specialist at the U.S. Environmental Protection Agency (EPA). She focused on drinking and wastewater infrastructure in the U.S. Territories, the U.S. Mexican Border region, and Native American Tribal lands. Ms. Baqai holds double Masters in Natural Resources and Sustainable Development and International Affairs from American University in Washington D.C.



ERIKA BETHMANN

Erika Bethmann, a 2023 ICAP/USITC Fellow, is an International Economist with the U.S. International Trade Commission (USITC), where she leads statutory and strategic research projects on a range of trade-related issues, including the probable economic effects of trade agreements, non-tariff measures, trade facilitation policy, and global value chains. As part of the Country and Regional Analysis Division, she specializes in research on the United States' trade relationship with the EU, UK, and South American economies. In this role, she has led multiple project teams of over 20 Economists, International Trade Analysts, and Statisticians completing reports on the operation of the U.S. trade agreements program, and coordinated multilateral engagement for the North American Trade-in-Value-Added Initiative. Erika also serves as co-lead of the USITC's Diversity, Equity, Inclusion and Accessibility Council, working to recruit, develop, advance, and retain a diverse, high-performing workforce; and to create an inclusive, equitable, and supportive environment that improves the Commission's work product and contributes to its mission.

Erika previously served as Policy Analyst at the American Foreign Service Association—the professional association and exclusive representative for the U.S. Foreign Service. She worked directly with Foreign Service Officers, representing them in labor management disputes, and with agency management, negotiating the development and implementation of policies affecting the long-term health and vigor of the Foreign Service institution.

Erika is an alumnus of The George Washington University, holding a Bachelor's degree in international affairs and a Master's degree in international economics. Outside of work, Erika enjoys gardening, paddle boarding, and spending time with her nieces and nephews. She recently joined the New York chapter of Showing Up for Racial Justice (SURJ) and looks forward to more volunteer opportunities with their Beyond Policing Working Group.



NYA KWAI BOAYUE

Nya Kwai Boayue, a 2023 ICAP/USAID Fellow, was born in Monrovia, Liberia but spent most of his childhood in Lusaka, Zambia, where his father served as the World Health Organization country representative and his mother worked as a high school guidance counselor. This upbringing inspired a passion for international development work. Nya Kwai has spent the past 12 years as a foreign service officer at the United States Agency for International Development (USAID). He supports the US government's international development and disaster assistance objectives. Nya Kwai has over 17 years of government contracting and procurement expertise, and he uses that knowledge to award and manage multi-million dollar contractual and partnership agreements that help improve the health and livelihood of the beneficiaries in the countries and regions he serves. He has served in Dar es Salaam, Tanzania, and Nairobi, Kenya, and is currently based in Pretoria, South Africa.

Nya Kwai received his MBA from Saint Louis University and his undergraduate bachelor of science in Marketing from Tulane University.

When not working, Nya Kwai enjoys baking, spending time with family, reading, working out, and watching his beloved Liverpool.



CHARLES BROWN

Charles Brown, a 2023 ICAP/State Department Fellow, is the Deputy Director of the Office of Energy Diplomacy (Middle East, North Africa, Asia) in the Bureau of Energy Resources (ENR), U.S. Department of State. Prior to joining the Foreign Service, Charles worked as a Consultant at Goldman Sachs in New York and later as a Bank Debt Associate at Goldentree Asset Management, a New York-based hedge fund. Charles is in his 16th year with the State Department, and his previous assignments include Caracas, Maputo, Tel Aviv, and most recently in Washington, D.C. as the Senior France and Monaco desk officer and a year as Special Assistant to the Under Secretary for Economic Growth, Energy, and Environment. Prior to joining the Department, Charles studied or worked in Ghana, Kazakhstan, South Korea, and Japan. Charles, a native Texan, is married to Maria, a Polish diplomat and has two small children, Gabriela (6) and Julian (3). Charles graduated from the University of Texas at Austin (BA, Biology/Japanese), American University in Washington, D.C. (MA, International Economic Policy), and Ritsumeikan University in Kyoto, Japan (MA, International Relations).



ANGELA BRUCE-RAEBURN

Angela Bruce-Raeburn, a 2023 donor funded ICAP Fellow, is the founder of DiverseDEV, a consultancy designed to support international development organizations, NGOs and civil society groups working to improve the lives of marginalized people anywhere in the world. Ms. Bruce-Raeburn is committed to issues around public health and its impact on vulnerable populations having previously served as the Regional Advocacy Director, Africa and Asia at the Global Health Advocacy Incubator – which focuses on strengthening advocates for prevention of non-communicable diseases impacting low and middle-income countries. Prior to that, Ms. Bruce-Raeburn worked as the Senior Policy Advisor for the Humanitarian Response in Haiti at Oxfam from 2010 to 2013.

Born in Trinidad and Tobago, Angela grew up in Brooklyn New York. Growing up as an undocumented child ensured a career choice where she would be able to impact the lives of vulnerable people. In 2006, Angela received a Congressional Black Caucus Fellowship with a work placement in the Office of the former CBC Chairperson Congresswoman Carolyn Cheeks Kilpatrick from Michigan. Angela received two Rotary International Fellowships to include the Rotary International Peace Fellowship which supported graduate study in Conflict Resolution at the University of Bradford in England and an Ambassadorial Scholarship attending and graduating from The Katholieke Universiteit in Leuven Belgium. In addition, Angela holds a post-graduate diploma in International Relations from The University of The West Indies (UWI) in Trinidad and Tobago.

A French speaker, Angela holds three master's Degrees, in Public Administration, Peace Studies and Conflict Resolution. In addition, Angela holds a Bachelor of Arts in Political Science and French from Lincoln University, PA which was founded in 1854 as the nation's first degree-granting Historically Black College and University, or HBCU. Angela has written op-eds on development, race and privilege including Wait Until They See your Black Face and International Development has a Race Problem.



CATRIONA BULLOCK

Catriona Bullock, a 2023 ICAP/State Department Fellow, has served the United States in the Bureau of Global Public Affairs since 2018, where she uses her knowledge of cybersecurity principles to safeguard the message of the Department of State. She twice served Operation Allies Welcome, first helping process incoming Afghan refugees at Dulles Airport, then helping them find new homes at Holloman Air Force Base, New Mexico.

Before coming to the Department, she served the Centers for Disease Control and Prevention in Atlanta where she defended, among others, systems containing health survey data on trans women in Thailand. As a transgender lesbian, she advocates for the acceptance of trans people in the workplace, spousal accreditation issues, and LGBTQIA+ medical needs. She is from Atlanta, holds a Master's degree in IT Security and a Bachelor's in International Relations, and studied in St. Petersburg, Russia.

Catriona's first career was as a Land Rover and Toyota Land Cruiser restoration specialist, and in her spare time, she enjoys maintaining a vintage (1994) Land Cruiser, baking, and timidly clinging onto her girlfriend as she plays scary video games. She lives in Virginia with her girlfriend and their pet cat, Vivi.



EMILIA CARRERA HERRERA

Emilia Carrera Herrera, an ICAP/Rockefeller Fellow, serves as a Director for the Heath team at The Rockefeller Foundation. In her role, she manages a portfolio of partners that implement solutions that enable communities respond to the threats of climate change on people's health, as well as country-led efforts that increase demand to fully vaccinate at-risk populations in low-and middle-income countries, including in East and Southern Africa, Latin America and the Caribbean. In addition, she manages a portfolio of implementation partners for the Foundation's Covid-19 testing, tracing, and vaccination initiatives in Latin America and the Caribbean and in the United States.

Emilia joined The Rockefeller Foundation in 2019 when she started as part of the Equity and Economic Opportunity team, serving as the relationship and grant manager to catalyze public and private sector investments in U.S. cities and support BIPOC populations achieve economic stability. Prior to joining the Foundation, Emilia served as a Senior Program Manager for the 100 Resilient Cities initiative where she managed delivery of a resilience program in more than ten cities across Latin America and the Caribbean, Europe, and the U.S. Previously, Emilia worked in public and global health implementing HIV, sexual and reproductive health, and maternal and infant health programs in various regions. She has experience working with and in the public sector, research institutions, NGOs and private implementing partners.

Emilia received her Master of Public Health from Columbia University's Mailman School of Public Health and her B.A. in Biology from the University of Chicago.



HANNAH CHA

Hannah Cha, a 2023 ICAP/State Department Fellow, joined the State Department as a Political Officer in 2011 and currently serves in the Office of Afghan Special Immigrant Visas. She previously managed the Democratic People's Republic of Korea Unit in the Office of Korea-Mongolia Affairs. Hannah has served overseas in Seoul, Islamabad, and Shanghai and was an exchange diplomat at the Republic of Korea's Ministry of Foreign Affairs. She has held domestic assignments in the Office of Japan Affairs, as a Staff Assistant to the Bureau of East Asia Pacific Affairs, and as a Line Officer in the Executive Secretariat. Hannah received a B.A. in Political Science and Economics at Case Western Reserve University and an M.A. in Public Policy at the University of Maryland. She is a native of Cleveland, Ohio and speaks Chinese and Korean.



TAHALIA BARRETT CHANG

Tahalia (Tah-HAY-li-ah) Barrett Chang, a 2023 ICAP/USAID Fellow, is Deputy Director of the Local, Faith, and Transformative Partnerships Hub of the Agency for International Development (USAID). She is a USAID Foreign Service Officer with nearly 15 years experience developing partnerships and delivering results with diverse actors. Her career spans three continents and includes senior leadership roles as Agency Diaspora Coordinator, Director of International Communications, and Chief of Staff for USAID's largest and most technically broad operating unit.

Tahalia co-founded the Agency's Frontier Partnerships group, developing and managing a \$40M portfolio of social enterprise and diaspora partnerships involving private foundations started by Muhammad Yunus and Angelique Kidjoe. Later Tahalia trained Agency Senior Leaders to articulate USAID's work with local counterparts and expanded the Agency's cooperation with a new group of emerging donor states that contribute billions to development assistance. Recently as Director of Diversity, Equity, Inclusion, and Accessibility Partnerships within USAID's Office of the Administrator, Tahalia deepened the Agency's domestic relationships with professional organizations and minority-serving educational institutions, and broadened outreach to geographically and economically diverse groups in support of USAID's global operations. Overseas, Tahalia has directed offices, teams and taxpayer dollars in East Africa, Nepal and Jamaica to improve regional market integration and country resilience to development shocks.

Tahalia holds an MBA from the University of Michigan, an MPH from the University of California, Berkeley, and a BS from Cornell University. FUN FACT: Tahalia has bylines in Popular Science magazine, and popsci.com. She is currently writing a children's book inspired by her husband and two toddlers.



CURTRICE DORSEY

Curtrice Dorsey, a 2023 ICAP/USAID Fellow, is an accomplished Foreign Service Officer with the US Agency for International Development (USAID). During her distinguished career, Ms. Dorsey has been on the frontlines of some of the most significant events in recent history. As a US Diplomat in Egypt during the Arab Spring, she worked tirelessly to promote democracy and human rights in the region, enhance healthcare resources and improve the water and sanitation infrastructure. In Colombia, she played a critical role in the historic Peace Negotiations with the FARC, contributing to the establishment of peace in the country. In Afghanistan, Ms. Dorsey worked to promote stability and security in the region.

Currently, Ms. Dorsey currently serves as the Multilateral Affairs Team Lead in the Bureau for Policy, Planning and Learning (PPL) at USAID. In this role, she provides leadership and guidance for the Agency's engagement and institutional oversight of several United Nations and other multilateral organizations. She will transition to PPL's Office for Strategic and Program Planning in late July 2023. Through her dedication and hard work, she has demonstrated an unwavering commitment to promoting American values and interests around the world.

Prior to joining USAID, Ms. Dorsey worked as a strategic analyst on the National Partnerships team at Wells Fargo. Ms. Dorsey holds a master's degree from Harvard University and a Bachelor of Arts in Business Administration from the Moore School of Business at the University of South Carolina.



ELICE ELEGBE

Elice Elegbe, a 2023 ICAP/USAID Fellow, is Acting Office Director of the Youth, Education and Security Office of USAID in the Dominican Republic. She is an Education Officer with over 18 years of experience working in international development and government administration. Her expertise includes program management, monitoring & evaluation, teacher training, education in conflict affected states and donor coordination. Currently, Elice is Acting Office Director in USAID Dominican Republic managing a \$76 million portfolio covering democracy, governance, and education. Prior, Elice served as Deputy Director for the Education Office in Nigeria leading a \$90 million portfolio covering early grade reading, inclusive education, and accelerated basic education in emergencies. In this capacity, Elice co-chaired the Education Development Partners Group comprising 13 bilateral and multilateral organizations investing in the education sector.

Before USAID, Elice was an independent consultant leading diverse projects of cross-sectoral scope throughout Asia and Sub-Saharan Africa including Afghanistan, Bangladesh, Kyrgyzstan, Liberia, South Africa, and Tanzania, among a few. In Liberia, Ms. Elegbe led the Ministry of Education strategy on partnerships, facilitating communication, coordination and planning between Ministerial leadership and donor partners to achieve effective utility of more than \$229 million invested in the education sector. In Afghanistan, Elice led an assessment on an integrated literacy, numeracy and microfinance program, informed necessary modifications to curricula as well as presented opportunities for linkages with private sector investors. In South Africa, she also developed qualitative instruments and training materials to address teacher deficiencies at the lower secondary level and successfully launched an outreach campaign securing goods and services for hundreds of displaced refugees.

Elice holds a Master of Arts in Comparative International Education and Bachelor of Arts in Human Services from The George Washington University.



NASHWA ELGADI

Nashwa Elgadi, a 2023 ICAP/State Department Fellow, is the external engagement coordinator in the climate change office at the U.S. Department of State working to advance U.S. interests related to climate change. She manages a robust calendar of engagements, including with civil society, the private sector, and across the U.S. interagency, to coordinate the U.S. government's messaging strategy related to climate change.

Prior to her current assignment, Nashwa served at U.S. Embassy Kampala as the Regional Refugee Coordinator overseeing implementation of the Department of State's policies and programs for refugee resettlement to the United States from two dozen countries across the Great Lakes, West and Central Africa regions.

Before arriving in Kampala, Nashwa was assigned to Washington, DC as the Program Officer for Latin America and the Caribbean in the Bureau of Population, Refugees, and Migration Admissions Office.

Nashwa's earlier overseas diplomatic assignments include serving at U.S. Embassy Singapore as an Economic Officer and at the U.S. Consulate General in Ciudad Juarez as a Consular Officer. Prior to joining the Foreign Service, Nashwa worked in education and foster care policy.

Nashwa is a graduate of Columbia University's School for International and Public Affairs and Temple University's Department of Political Science.



MANAL FARAH

Manal Farah, a 2023 ICAP/MCC Fellow, has over a decade of experience in program management and development consulting with a focus in economic policy. She currently serves as a Senior Policy Officer at Millennium Challenge Corporation (MCC), a US Government agency that provides international development assistance to a select group of low-income and lower middle-income countries around the world. At MCC, Manal supports technical and operational implementation of programs focused on economic growth and poverty alleviation. Before joining MCC, Manal worked as a Project Director and Managing Associate at Nathan Associates Inc., an international economic consulting company. Her portfolio at Nathan included managing large scale USAID and World Bank funded projects in the areas of trade facilitation, economic growth, and private sector development. Prior to Nathan, Manal oversaw the East Africa portfolio at Endsight Consulting LLC, a boutique D.C. development consulting company. Her project experiences ranged from advising US companies on global procurement opportunities, developing market entry strategies, managing the communication strategy for a Presidential Candidate in the Horn of Africa, to leading policy research on health, education and gender in the economy for Government clients in West Africa. Manal received her M.A. in International Studies with a focus in International Development and Security from the Josef Korbel School of International Studies at the University of Denver. She lives in Washington, D.C. with her husband and son.



APPRECCIA FAULKNER

Appreccia D. Faulkner, a 2023 donor-funded ICAP Fellow, is the Founder and Chief Executive Officer of Global Strategists Association, an international nonprofit striving to increase global engagement among the African Diaspora. She founded the organization in 2013 to promote diversity, racial equity, inclusion and justice in global affairs. The organization is committed to “Changing the Face of Global Affairs.”

Appreccia is a 2021 Truman National Security Project Fellow and a 2020 Emerging Leader with the Chicago Council on Global Affairs. She is a 2019 Global Ambassador with the Institute of Economics and Peace hosted by the Global Peace Index and a 2019 Fellow at Upswell hosted by Independent Sector. She has hosted and curated several thought provoking events designed to platform emerging and established Black leaders on today's foreign and domestic issues. Under Appreccia's tutelage Global Strategists Association has hosted over fifty free public events and partnered with University of Chicago, U.S. Department of State, and many other local, national and global institutions.

In 2017 she was one of seven Co-Chairs for The United State of Women Galvanize Chicago conference. The three day event was attended by over one thousand women looking to contribute to public policy and America's political posterity. She travels the country speaking on Black diplomacy, racial equity in foreign policy, and the importance of democratizing global affairs.

Appreccia is a native Chicagoan who graduated from Kennedy-King College with an Associates and later studied Political Science and International Affairs at George Washington University in Washington D.C. before obtaining her Bachelors Degree at Chicago State University. She is currently a regular contributor on WJOU's radio program 'Reimagining Our World' where she discusses the importance of civic engagement and Black diplomacy.



EDUARDO GARCIA

Eduardo Garcia, a 2023 ICAP/State Department Fellow, is an economic-coned Foreign Service Officer currently serving as a Special Assistant to the Under Secretary for Economic Growth, Energy and the Environment. He most recently served in Washington as an analyst covering Western Hemisphere economic issues and as the Deputy in the Economic Section in Colombo, Sri Lanka, where he also covered economic relations with Maldives. Eduardo has served in overseas positions in Bangladesh, Pakistan, and Brazil and in Washington in the Economic Bureau. He studied Latin American history at Amherst College and economic development at the Fletcher School at Tufts University. He is originally from Houston, Texas and is one-half of a Foreign Service tandem couple. He has two daughters.



MALEEKA GLOVER

Maleeka Glover, PhD, a 2023 ICAP/WCAPS Fellow, is the Executive Director of Women of Color Advancing International Peace and Security and Conflict Transformation. For the past 20+ years, Maleeka has worked across many areas of public health and public policy. She has held positions with CDC, WHO, in addition to several academic institutions. She provides training on strategic leadership and works to develop and implement science-based approaches, program coordination, training, and global health security leadership. She has extensive training and experience in social epidemiology, risk communication policy, planning and implementation and a demonstrated record of accomplishment of community engagement. Dr. Glover is trained to examine how cultural, economic, and demographic factors, biopsychosocial interactions, societal influences, and various levels of social organization (ranging from small groups to complex cultural systems) influence public health and its delivery and understands the influence on peace and security.



CHRISTIN HO

Christin Ho, a 2023 ICAP/State Department Fellow, joined the Office of European Security and Political Military Affairs in the Bureau of European and Eurasian Affairs at the U.S. Department of State as a NATO Desk Officer in September 2022. She is responsible for U.S. policy related to NATO's deterrence and defense posture, Eastern Flank, and resourcing. Prior to joining the NATO Desk, Christin managed political-military issues at the U.S. Embassy in Tokyo (2019-2022) and the Department of State's Office of Japanese Affairs (2016-2018). She has also served in the State Department's Bureau of Energy Resources, the U.S. Embassy in Bogota, Colombia, and the U.S. Embassy in Bandar Seri Begawan, Brunei since joining the Department in 2010.

Christin has a B.A. from Wellesley College in Massachusetts and a M.A. from George Washington University's Elliot School of International Affairs in Washington, D.C. Christin originally hails from Newton, Massachusetts on the East Coast of the United States.



CHIDINMA IKONNE

Chidinma (“Chichi”) Ikonne, a 2023 ICAP/USAID Fellow, is a Foreign Service Officer with the U.S. Agency for International Development (USAID). An accountant by profession, she is currently the Controller at the USAID mission in Nigeria. Over her 12 years at USAID, she has also served in overseas tours in South Africa and Liberia, and a domestic tour in Washington DC in the Management Bureau’s Office of the Chief Financial Officer.

Chichi’s career prior to USAID spanned several years in the private sector working in various fields including external and internal audit, financial management/analysis and systems implementation. Specifically, she started her career off in Boston, Massachusetts at KPMG, a big 4 accounting firm, providing financial statement audit and other assurance services to clients in the community banking sector. She transitioned to an internal audit role for a medium-size defense contractor in Virginia before moving on to the mortgage giant, Freddie Mac. The child of Nigerian immigrants, Chichi always had an interest in international development; so when the opportunity presented itself via USAID’s Development Leadership Initiative, she left her corporate job behind and joined the public service.

Chichi earned her undergraduate degree in Accounting from the University of Massachusetts at Boston. She later obtained two Masters degrees from the University of Maryland: in Business Administration and Public Policy, with a focus in international development. She currently lives in Abuja with her family - husband Emmanuel, and two children Jedidiah and Ijeme.



SEEMA JOHNSON

Seema Johnson, a 2023 ICAP/USAID Fellow, is the Team Lead in the Bureau for Humanitarian Assistance, with ten years of experience at USAID. Her current role includes designing and managing Humanitarian Assistance contracts, developing and implementing policies, and managing a team.

Seema previously served as the Team Lead and acting-Division Chief for Program and Operations in the DDI Private Sector Engagement Hub. In that capacity, she was responsible for contract design and implementation, budget planning and execution, and policy development and implementation; in addition, she served as the acting Division Chief for Operations supporting all operational and personnel actions.

Seema originally joined USAID in 2013 and worked in the Water Office, where she led the Agency's partnership with The Coca-Cola Company, managed program officer duties, and served as a member of the policy and partnerships team.

Seema was born in Kerala, India and grew up in Lubbock, Texas. She holds a Bachelor's degree in Chemistry from Texas Tech University and a Master's degree in Global Health from George Mason University. In her free time you can find her discovering new restaurants, training for a race (to balance the foodie side), getting outdoors, or cheering on her beloved alma mater, Texas Tech.



BERNA KEEN

Berna Keen, a 2023 ICAP/State Department Fellow, is a Management and Program Analyst in the Foreign Service Institute's School for Professional and Area Studies' Business Operations team that oversees management, budget, and human resources functions for 200 Civil Service, Foreign Service, and contractor staff. Prior to this position, she helped coordinate the Secretary of State's Protective Detail Operations team, managing global movements for the Secretary's Diplomatic Security teams.

From 2016-2019, Berna served as a Vice Consul in U.S. Embassy Ankara, assisted U.S. citizens abroad, conducted non-immigrant and immigrant visa interviews, served as the Fraud Prevention Unit manager, and led a process to improve efficiency and customer service. During a period of heightened tensions and terrorist attacks, Berna managed the Community Liaison Office for Embassy Dhaka's diverse community from 2014 – 2016 and was recognized by the American Foreign Service Association for her performance. Berna served as the Assistant General Services Officer in the U.S. Interests Section in Havana, Cuba (now the U.S. Embassy Havana) from 2011 - 2014, as a Political Officer in Embassy Ankara from 2009 - 2011, and as an RSO Secretary in Consulate Chennai from 2008 - 2009. The Department of State has recognized Berna's commitment to diplomacy and public service through a Superior Honor Award and multiple Meritorious Honor Awards.

Prior to joining the State Department, Berna was a genetics researcher and a high school biology teacher. She has completed a Master of Science in Molecular Biology and Genetics and a Master of Arts in Biology Instruction and Curriculum, both with honors. She has a Bachelor of Science degree in Biology and speaks Turkish, Spanish, and Farsi.

She and her husband have two sons. Outside the office, she enjoys gardening and triathlons.



BENEY LEE

Beney Lee, a 2023 ICAP/State Department Fellow, is a Border Affairs Officer in the Office of Mexico Affairs in the Department of State's Bureau of Western Hemisphere Affairs.

Previously, she was a Senior Policy Advisor in the Office of Global Health Diplomacy in the Office of the U.S. Global AIDS Coordinator, acting Special Assistant to the Special Presidential Envoy for Climate, an Environmental, Science, Technology Officer at the Economic Section, U.S. Embassy in Jakarta, Indonesia, and the Economic Unit Chief in U.S. Consulate Karachi. She also served in Washington D.C., New Delhi, and Seoul.

A Fairfax County native, Beney received her Bachelors of Science in Bioengineering from the University of Pennsylvania and her Masters of Science in Biomedical Engineering from Stony Brook University. She is fluent in Korean and Indonesian, and has a working knowledge of Hindi.



NONI LEE

Noni Lee, a 2023 ICAP/APHIS Fellow, is the Branch Chief for the Policy & Workforce Planning Branch within the United States Department of Agriculture (USDA), Animal and Plant Health Inspection Service (APHIS), International Services (IS). In this role, Noni directs a team responsible for implementing critical operational processes in support of International Services' mission to include Foreign Service personnel policy development, Global Review/Rightsizing, Foreign Service training and development, workforce planning, and performance management and recognition. Noni has worked in the federal government for over 20 years. In previous roles, Noni has worked at the Food and Drug Administration (FDA) where she successfully managed teams responsible for Congressional budget formulation and execution, performance management, workforce planning, time reporting, and international financial management. She has extensive experience in project management, policy development, and process improvements. Throughout her supervisory career, Noni continues to mentor staff and new managers, provide sound advice to senior leadership, transform teams, improve employee morale, and reengineer administrative processes.

Noni attended Virginia State University where she earned her Bachelor of Science in Agriculture as a USDA/1890 Land-Grant University Scholarship recipient. Noni has committed her career and life to public service. She is a member of Delta Sigma Theta Sorority, Inc. and continues to volunteer with various non-profit organizations with a focus on improving the community, and providing a sense of security and belonging to underserved groups. Noni is currently serving as Co-President on the board of her daughter's high school Theater Department parent group. With her free time, Noni enjoys spending time with loved ones, reading, hiking, and traveling. One of her travel goals is to visit as many National Parks as possible.



IZAAK MENDOZA

Izaak Mendoza, a 2023 ICAP/Council on Foreign Relations Fellow, is the Associate Director of Advertising and Digital Marketing at the Council on Foreign Relations (CFR). He leads the organization's advertising strategy, from large brand awareness efforts to executing campaigns for a range of products, including books, reports, podcasts, and more. In addition, he advises the organization on digital marketing best practices and provides specialized support to various CFR departments, leaning on his background in consumer insights to reach a wide range of audiences across digital touchpoints.

Prior to working at CFR, Izaak served as the Director of Programs and Communications for Globally, leveraging a strong background in media production and strategic management to build communities of impact. Outside of leading the flagship program, Young Professionals in Foreign Policy, Izaak was passionate about spearheading Globally's Public Policy New Voices Fellowship Program, being a first generation student and coming from underrepresented communities himself. Before joining Globally, Izaak worked in the brand management space, leading long-term innovation strategy and managing the day-to-day execution of a number of top consumer brands.

Izaak has over a decade of experience in media production, where he has leveraged these skills on Capitol Hill, the Minnesota State Capitol, and most recently at the State Department, working on strategic campaigns in Latin America. He graduated from the University of Minnesota in 2020 with a Master of Public Policy and a Master of Business Administration, along with a graduate minor in Restorative Justice Practices. His professional passions include advancing public diplomacy efforts abroad, creating a more diverse national security community, and working across cultures at the intersection of policy and business.



RADHY MIRANDA

Radhy Miranda, a 2023 ICAP/Rockefeller Fellow, is dedicated to bridging relations between large institutions and underserved communities. He works to support equitable economic mobility by creating mutually beneficial cross-sector partnerships and engaging stakeholders to drive positive change. Radhy is currently a Program Officer in the U.S. Equity and Economic Opportunity team at The Rockefeller Foundation. In this role, he spearheads initiatives and collaborations that address systemic barriers and promote inclusive growth.

Prior to his work at The Rockefeller Foundation, Radhy held key leadership positions in organizations focused on community development. For over five years, Radhy worked at the New York City Economic Development Corporation (NYCEDC) where last served as Vice President of Government and Community Relations. In that capacity, he fostered relationships in neighborhoods throughout the City, collaborated between City/State agencies, elected officials, local leaders, and civic organizations to push forward equitable development that is mindful of the existing neighborhood dynamics and needs. Before joining the NYCEDC, he was the Assistant Director of Community Programs & Partnerships at Columbia University, where he implemented programs outlined in their Community Benefits Agreement as part of their 17-acre campus expansion into West Harlem.

Radhy was born in the Dominican Republic and grew up in the predominantly Hispanic section of Washington Heights, NYC. He graduated from Le Moyne College with a Bachelor of Science in Business Marketing & Management, and from Columbia University's School of International & Public Affairs with a Master of Public Administration (MPA).

With a passion for serving underprivileged communities and his proven track record in community relations and program management, Radhy Miranda continues to dedicate his career to promoting equity, economic opportunity, and positive social change.



VAHE MIRIKIAN

Vahe Mirikian, a 2023 ICAP/Peace Direct Fellow, currently serves as the Director for US Policy with Peace Direct. In this role, he leads Peace Direct's US office with policy advocacy, focusing on youth peace and security, atrocity prevention, decolonization, and locally-led peacebuilding. His regional focuses are Africa, the Middle East, and Central and South Asia. Prior to joining Peace Direct, Vahe worked with Search for Common Ground as a policy advocacy assistant with the Global Affairs and Partnerships department. He also has experience as a legislative staffer working with Rep. Adam Schiff, D-Calif., on Capitol Hill. Vahe has an M.A. in International Affairs from the American University of Paris and a B.A. in Politics from Saint Mary's College of California.



YESSENIA MOSES

Yessenia Moses, a 2023 ICAP/Navy Fellow, serves as a Case Manager (CM) and Assistant Program Manager (APM) assigned to the U.S. Navy's Program Executive Office, Command, Control, Communications, Computers and Intelligence (PEO C4I) International C4I Integration Program Office (PMW 740). In this capacity, Ms. Moses provides oversight to select Security Cooperation efforts via numerous Foreign Military Sales (FMS) cases with Taiwan under the PMW 740 Western Pacific Directorate. Ms. Moses has more than 10 years of experience in Project Management and Security Cooperation efforts. In her role as an FMS Case Manager (CM), and previously as a Case Analyst, Ms. Moses assisted in implementation of complex C4I networked system of systems for FMS partners. Her background includes serving as a CM in the PMW 740 Southeast Asia Directorate and work as a U.S. Department of Defense (DOD) contractor supporting the Navy's international program efforts within PMW 740 and the Multifunctional Information Distribution System (MIDS) Program Office (PMA/PMW-101). Prior to her association with Security Cooperation, Ms. Moses also worked in the legal industry. Ms. Moses holds a Bachelor's Degree in International Affairs from Georgetown University's School of Foreign Service and a Project Management Professional (PMP) certification. As an undergraduate student, Ms. Moses held a congressional internship on Capitol Hill. She continues to enjoy learning first-hand about the intersection of policy and actions as a DoD employee.



CLAUDIA MUNOZ

Claudia T. Muñoz, a 2023 donor-funded ICAP Fellow, has over 25 years' experience planning and implementing security cooperation programs worldwide. Since joining Institute for Defense Analysis (IDA) in 2018, she has been a member of the Defense Institution Building (DIB) team, which manages an over \$15M portfolio of DIB programs in over 25 countries to build the institutional capacity of partner nations around the globe to improve security sector governance and core management competencies necessary to effectively and responsibly shared security objectives. She is currently the team lead of the Ecuador DIB project to build the Ecuadorian Ministry's capacity in capability-based planning and resource management. She is also leading other projects focused on allies and partners, including a wargame on Southeast Partner Capabilities. She is a member of the Diversity, Equity, and Inclusion Working Group and the founder and chair of the Hispanic/Latino Employee Resource Group. Prior to joining IDA, Prior to joining IDA, Ms. Muñoz was the Deputy Director for Assessment, Monitoring and Evaluation in the Office of the Deputy Assistant Secretary of Defense for Security Cooperation. She also served as Policy Director for DIB Programs in OSD Policy and Program Manager of the Ministry of Defense Advisors (MoDA) Program which partners senior Department of Defense civilian experts with foreign counterparts to build institutional capacity in key areas, such as acquisition and logistics, personnel and readiness, strategy and policy, human resource management and financial management.



CHONG HUN PARK (JOHN PARK)

Chong Hun Park, or **John Park** as he goes by, a 2023 ICAP/USAID Fellow, is a Foreign Service Officer with the U.S. Agency for International Development (USAID). He is a warranted Regional Contracting and Agreement Officer currently posted in Lima, Peru. John manages the client mission portfolios for Paraguay and Brazil as well as the Regional Migration and Health Office, and disaster response portfolios in Peru. He is active in the Embassy community serving as the Post Language Officer, Coordinator for the First and Second Tour Officer group and is a USAID representative for the Diversity, Equity, Inclusion and Accessibility (DEIA) Council.

Prior to joining USAID, John was a Foreign Service Specialist in the Bureau of Information Resource Management for the Department of State and has extensive experience working in the Information Technology sector in various capacities. He is a proud Returned Peace Corps Volunteer who served in Ghana as a Business Advisor in the Small Enterprise Development sector.

Mr. Park was born in South Korea and raised between New York and New Jersey. He holds a bachelor's in Political Science and East Asian Studies, a master's degree in City and Regional Planning (MCRP) and a Master of Business Administration (MBA) all from Rutgers University. He speaks Korean and Spanish. In his free time, he enjoys traveling and trying new restaurants.



SENG PENG

Seng Peng, an ICAP donor-funded 2023 Fellow, is a social justice advocate and international development professional with over 10 years of experience working across public and private sector institutions. Currently, Seng is serving as an Advisor for New Business Development in the Department of Hunger and Livelihoods with Save the Children where he is responsible for cultivating diverse partnerships with key donors, foundations, and corporations to support the expansion and growth of the organization to better serve and empower vulnerable and marginalized populations, especially children. He collaborates with multidisciplinary teams and advises senior leadership on creative strategies, business planning, and innovative program design to achieve a greater scale and impact.

In his earlier career, Seng served as a congressional staffer on Capitol Hill and as an Asian Pacific American Institute for Congressional Studies policy fellow at the U.S. Environmental Protection Agency, including serving as an intern for the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders Affairs.

Seng is currently pursuing an Executive MBA from New York University Stern School of Business where he is also a Social Sector Leadership and Diversity Fellow for 2022-2023. He completed his master's degree in public administration from American University in Washington, D.C., and has a Bachelor of Arts in Sociology from the University of California, Los Angeles (UCLA). He is an alum of the American Council on Germany Young Leaders Program, National Endowment for Democracy Penn Kemble Forum Fellow, Bucerius Summer School on Global Governance, and the Asian Pacific American Institute for Congressional Studies (APAICS) Fellowship program.

Seng is the proud son of Cambodian immigrants. He was born in a refugee camp in the Philippines and grew up in the Central Valley of California. He currently resides in Washington, DC with his orange and white cat, Miss Julia.



KEOME ROWE

Keome Rowe, a 2023 ICAP/State Department Fellow, is a Public Diplomacy coned Foreign Service Officer with the U.S. Department of State. He's worked extensively on issues across East Asia and the Indo-Pacific. His public diplomacy work focuses on engaging foreign audiences regarding media freedom, human rights, social justice, and people-to-people exchanges. He currently serves as a Republic of Korea desk officer in the Office of Korean and Mongolian Affairs, focusing on policy to strengthen the U.S.-ROK bilateral relationship. Most recently, he served as a Watch Officer in the State Department's Operations Center, where he monitored worldwide hotspots and briefed senior leaders on breaking developments. Keome also served on the Sudan Task Force, which evacuated over 80 U.S. Diplomats and countless U.S. citizens. Keome's overseas assignments include U.S. Embassy Beijing, U.S. Embassy Islamabad, and U.S. Consulate Karachi. He has received several awards for his work with the State Department, including two Meritorious Honor awards and a group Superior Honor Award.

Rowe earned a Master of Public Administration (M.P.A) and an M.A. in international relations, along with Certificates of Advanced Study in security studies and conflict resolution. He earned a Bachelor of Science with honors from Texas Christian University where he was also a Chancellor's Scholar.

Keome is a 2023 Aspen Strategy Group Rising Leader, 2022 African American China Leader Fellow, 2014 Charles B. Rangel alumnus, a 2011 Rangel Scholar, 2010 University of California Berkeley Junior Summer Institute Fellow, and current board member for the Pickering & Rangel Fellowship Association.

Keome loves BBQ and Tex-Mex food and anything from Texas. He is an avid tennis player and speaks Spanish, Mandarin, and Urdu.



SHIVAN SARIN

Shivan Sarin, a 2023 donor-funded ICAP fellow, is a lawyer and policy advocate dedicated to upholding human rights and empowering historically marginalized communities. He is currently the Deputy Director of Reprieve US, a non-profit organization dedicated to abolishing the death penalty and extreme human rights abuses done in the name of counterterrorism. In his role, Shivan develops strategy and leads Reprieve's initiatives in the United States around ending of arbitrary detention including in Guantánamo Bay, Cuba, ending the death penalty in the United States and abroad, and ending extrajudicial killings.

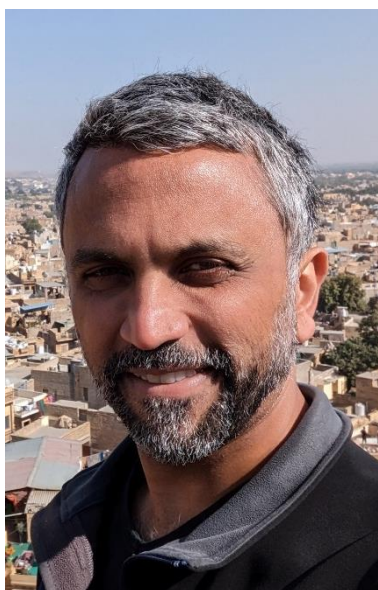
Shivan has had a history of working on issues facing underserved communities. Prior to his time at Reprieve US, Shivan worked at Social Finance, where he focused on improving health, housing, workforce development, and justice outcomes through innovative public-private partnerships. Shivan also litigated at Ropes & Gray, working primarily on anticorruption matters as well as immigration, housing, and sovereign nations representation in a *pro bono* capacity. Early in his career, Shivan worked on national security strategy at the RAND Corporation as well as climate change and energy governance issues at TERI. He also contributed to the Negotiation Task Force, which seeks to understand international conflicts and barriers to resolution.

Shivan is a graduate of Stanford University and Harvard Law School and is admitted to the Massachusetts bar. He is based in Washington DC. In the minutes he's not chasing his kids or reading children's books, he enjoys writing music.



LUCY SEYFARTH

Lucy Seyfarth, a 2023 ICAP/State Department Fellow, is the Africa Team Lead in the Office of Global Criminal Justice at the U.S. Department of State. She serves as a policy advisor on issues related to justice and accountability and transitional justice throughout Africa. Lucy has also worked at the State Department in the Washington office of the U.S. Mission to the United Nations under Ambassador Samantha Power, in the International Organizations Bureau, and at U.S. Mission Geneva. Before joining the U.S. government she worked on national security issues at Human Rights First, and served as an intern at the United Nations Office of the High Commissioner for Human Rights and the International Criminal Tribunal for the Former Yugoslavia. She has a JD from the University of Pennsylvania Law School and a BA in Development Studies from Brown University.



RAGHAVAN SRINIVASAN

Raghavan Srinivasan, a 2023 ICAP/Commerce Fellow, is Principal Commercial Officer at the US Consulate Hyderabad, responsible for 14 states across Central and East India. Previous posts with the foreign service include New Delhi and Bangkok. Before the US government, Raghavan worked at the Asian Development Bank on health and social sector projects, with PwC as a management consultant, with the Gartner Group as a supply chain specialist, and with Infosys Consulting. He also worked as an adjunct Economics Professor in Brazil, Thailand, and Philippines.

Raghavan was born in India and raised in Singapore, graduating from the National University of Singapore, majoring in Finance. He completed his Masters at the University of South Carolina in Economics, and a second Masters at Johns Hopkins SAIS in international relations. He served as a Peace Corps volunteer in Mexico, working on community health projects. He speaks Spanish, Portuguese, Thai, Tamil, and Hindi. He is a trained yoga teacher, classical Indian flautist, and amateur actor. He has two girls, 9 and 11.



MIRIAM WELDERUFAEL

Miriam Welderufael, a 2023 ICAP/Peace Corps Fellow, is a Program Specialist in the Office of University Programs at the Peace Corps. She cultivates partnerships between Peace Corps and universities for the Peace Corps Prep and Coverdell Fellows programs. She currently manages a portfolio of over 60 university partnerships.

Miriam is a Returned Peace Corps Volunteer who served in Paraguay from 2013-2016. She served in the Community Economic Development sector and extended a third year as a Youth and Gender Volunteer Coordinator. In this role, she worked with UN Women and Amnesty International on collaborative projects focused on gender equality. She also assisted with media development and annual report writing at USAID/Paraguay. After completing her Peace Corps service, she became a Public Affairs Specialist at the Environmental Protection Agency where she managed communication of public information to external stakeholders.

From the Environmental Protection Agency, she returned to the world of National Service. She joined AmeriCorps (formerly known as the Corporation for National and Community Service) as a Program Officer and oversaw the programmatic and financial management of a diverse portfolio of grant funded AmeriCorps and AmeriCorps Seniors programs. She supported grantees from the public, nonprofit and education sectors throughout the full life cycle of their grant awards. From AmeriCorps, she returned to the Peace Corps as a Program Specialist in the Office of University Programs.

Miriam is a first generation Eritrean-American who was born and raised in Los Angeles. She holds a Bachelor of Arts in Communications with an emphasis in Humanities from the University of the Virgin Islands and a Master of Business Administration in Management from Hope International University.



ELIZABETH WILLIAMS

Elizabeth Isimhen Williams, a 2023 ICAP/USAID Fellow, is a Health Development Foreign Service Officer with the United States Agency for International Development (USAID). She currently serves as the team lead for Health Systems Strengthening at USAID/Ghana. She joined the Foreign Service in 2015 after working as a Personal Services Contractor with USAID. She has worked in Senegal, Washington D.C., Tanzania and Ghana with USAID. Prior to that, she worked with the Center for Disease Control and Prevention (CDC) coordinating the U.S. Government's \$230 million annual PEPFAR program for HIV prevention and treatment in Mozambique. Earlier, she worked as Country Manager for a nutrition program with Helen Keller International in Bangladesh; and as Program Manager supervising health Peace Corps Volunteers in Guyana. She started her career in Nigeria working and volunteering with several local non-governmental organizations. Her work experience spans program design, management, monitoring, evaluation and learning in health systems strengthening, global health security, nutrition, HIV/AIDS, reproductive health, and sexual health education. She is passionate about employing economic approaches to development challenges and strengthening professional development for her operating unit. She has an undergraduate degree in Agricultural Economics from the University of Ibadan, Nigeria and a Masters in Public Health from the University of Liverpool, U.K.

She loves spending time with her family and enjoys singing karaoke. Her go-to song is Bob Marley's 'redemption song'.



ESTELLE WILLIE

Estelle Willie, a 2023 ICAP/Rockefeller Foundation Fellow, specializes in raising awareness and mobilizing support of urgent social justice issues that influence opinion and drive action. Currently, Estelle is a senior member of The Rockefeller Foundation's Communications, Policy, and Advocacy team, leading strategic initiatives for the Foundation's Covid-19 response efforts, Climate x Health portfolio, and information equity initiative. Previously, she served as a communications and policy consultant for leading organizations, governments, and foundations, including U.S. Centers for Disease Control and Prevention (CDC), Merck/MSD, UNAIDS, Craig Newmark Philanthropies, and the IBM Foundation. She earned a Master of Public Health in Health Policy and a Bachelor of Arts in Anthropology from The George Washington University in Washington, DC.



SUNITA YADAV-PAULETTI

Sunita Yadav-Pauletti, PhD, a 2023 ICAP/FAS Fellow, is currently the Brazil Crop Assessment Specialist at the USDA – FAS International Production Assessment Division. In this role, she is responsible for reporting on commodity crop production estimates for Brazil using various data sources and methods including satellite imagery, geospatial analyses, vegetation models, commodity and policy reports, and multi-scale country statistics. Additionally, she participates in various working groups at USDA on climate change, AI/ML, and data collection. Prior to joining the USDA, Sunita was an ORISE Visiting Scientist researching land abandonment, food-security analyses, and data collection protocols for machine learning models. She is interested in science and technical leadership and holds a Ph.D. in Biological Sciences from the University of Cincinnati and a Master's degree in Geography from the University of Kansas.



KATHY YAO

Kathy Yao, an ICAP/FAS Fellow, is currently an Agricultural Attaché with the U.S. Foreign Agricultural Service (FAS). She joined the FAS at the U.S. Department of Agriculture in January 2017. She started her first overseas assignment as the Agricultural Attaché at the U.S. Embassy London in June 2019. Prior to being posted to the UK, Kathy worked at the USDA headquarters in Washington, where she served as the International Trade Specialist in the Trade Mission/Show Services Division and the Bilateral and Multilateral Affairs Division. She started her FAS career as a Foreign Service Officer Trainee in the South Asia Division as a Desk Officer covering seven countries. Prior to joining the civil service, she spent four years working for large international companies both in the United States and abroad, including NIKE and Aramark.

Kathy earned her bachelor's degree in Business from the University of California, Berkeley, and a master's degree in Foreign Service from Georgetown University. In her spare time, Kathy enjoys reading, traveling, and binging on Netflix series.



CLAUDIA YOUAKIM

Claudia Youakim, PhD, a 2023 donor-funded ICAP Fellow, is an applied sociologist who focuses on women's economic empowerment and local capacity development in the MENA region. She currently serves as the Program Director of the U.S. – MENA Experiential Partnership Program at the Arab American Institute Foundation in Washington, D.C., where she leads an agenda aimed at pairing local leaders from the U.S, Tunisia, Morocco, and Jordan to advocate for and promoting decentralization, participatory governance, and fostering impactful public and private partnerships.

Claudia has led national and international research teams and projects, funded by USAID, the US-State Department, and private funded grants, hosted at Northwestern University, the University of Florida, and the American University of Beirut. Previous to her current role, Youakim served as the Deputy Director of Knowledge Management and Research in the business school at the American University of Beirut, leading participatory research to reform organizational-level policies and practices. With her leadership, more women-inclusive policies and action plans were drafted in over 80 organizations across 8-countries in the MENA. Claudia has led trainings with human resource staff and C-suite executives on conducting inclusive data collection and analysis and integrating inclusive policy measures for the greater economic equity of women.

Claudia has also served as an adjunct professor at Georgetown University's Walsh School of Foreign Service since 2021, where she teaches courses on women's empowerment in the Global South and conflict resolution. Claudia is the editor of a book released in 2021 titled, "Arab Worlds Beyond the Middle East and North Africa," which sheds light on several Arab communities and Arab life in the US, Canada, Central and South America, Europe and more.

Claudia is a proud Chicagoan, and has embraced Washington DC as her new residence, since February of 2021. She holds a doctorate in Sociology and Women/Gender Studies from the University of Florida, and an MA from DePaul University, and a BA from Loyola University-Chicago, in Sociology.

SENIOR OFFICIALS, FACULTY, ALUMNI & STAFF

Ambassador (ret.) Gina Abercrombie-Winstanley was recently named President of the Middle East Policy Council. Prior to that she had served as the first Chief Diversity and Inclusion Officer for the Department of State, had a 30-year career as a diplomat and was the longest serving U.S. Ambassador to the Republic of Malta. Through a series of senior positions that included advising the Commander of U.S. cyber forces on our foreign policy priorities, expanding our counterterrorism partners and programs as Deputy Coordinator for Counterterrorism, and Coordinating the largest evacuation of American citizens from a war zone since WW II, her professional life has played out almost daily in international media. She began her formal work in teaching and leadership development as Chairwoman for Middle East Area Studies at the prestigious Foreign Service Institute where U.S. diplomats are trained. Earlier in her career, she served in Baghdad, Jakarta and Cairo before taking on the position of Special Assistant to the Secretary of State for the Middle East and Africa. Her Middle East assignments include election monitoring in the Gaza Strip and, an extraordinary assignment where she actively supported gender equality in the Kingdom of Saudi Arabia as the first woman to lead a diplomatic mission there. In addition to the State Department, she has held senior positions at the Defense Department and at the National Security Council of the White House. Prior to that, she was a fellow on the Senate Foreign Relations Committee for the then Ranking Member, Senator Joseph Biden. Ms. Abercrombie-Winstanley is the recipient of the Maltese Order of Merit, Department of State Meritorious and Superior Honor Awards, including "For acts of courage during an attack on the U.S. Consulate General, Jeddah, Saudi Arabia on December 6, 2004 by al-Qa'ida terrorists." Over the years, Ms. Abercrombie-Winstanley has been a keynote speaker for a variety of organizations including IESAbroad, The Cleveland City Club, TrueBlue Inclusion; Harvard University, The University of Denver, The University of Malta and Johns Hopkins University. She is an in-demand panelist and moderator at some of the most respected international think tanks including The German Marshall Fund, CSIS, The Brookings Institution, The World Affairs Council and The Council on Foreign Relations on issues ranging from U.S. Mid-East Policy, how diversity and inclusion improve U.S. foreign policy making, cyber security challenges and counterterrorism. She is a strong proponent of excellence through inclusion across organizations and strives to break down barriers to the full participation of women and minorities. She was Ambassador-in-Residence at Oberlin College for 2020 and served as the Co-Chair of the Diversity in National Security working group for the Biden-Harris campaign. Ms. Abercrombie-Winstanley, a Cleveland native, has degrees from The George Washington University and The Johns Hopkins University and is a member of the Council on Foreign Relations. She has been an active Board member on several organizations committed to excellence in educating and leadership development including the Forum for Education Abroad, College Now Greater Cleveland, and the International Career Advancement Association. She also served on the boards of the Cleveland Museum of Contemporary Art and the Middle East Policy Council. She sings with the Washington Performing Arts Society and has been published in the New York Times Opinion and The Foreign Service Journal. She is the co-author of two papers published in the New York Review of Science Fiction on "Diplomacy in Star Trek" and "The Representation of Disability in Star Trek." In 2019, she was voted into the American Academy of Diplomacy.

Peter Adeyeye is currently Research Manager at the Downtown Denver Partnership. He is a development professional from Nigeria with seven years of experience in policy analysis, research design, project management, and program evaluation. His career in government, non-profits, and at a think tank has spanned population and health, social equity, and economic development. He is currently the Research Manager for Downtown Denver Partnership (DDP), a non-profit business organization in charge of building an economically powerful and resilient downtown Denver. In this role, Peter manages the development of DDP's research using mixed method and assists in disseminating findings to various stakeholders. Prior to this, Peter served as an independent research consultant and led the evaluation of donor-funded projects in Nigeria, including working with a team to conduct a final evaluation of the USAID "Saving Mothers Giving Life" project in Cross River state in Nigeria. Peter was also a Research Associate at the Center for Public Policy Alternatives, a public policy think tank in Lagos that provides data-driven evidence for inclusive development.

In 2016, he co-founded Boundless Hands Africa (BHA), a non-profit that promotes women empowerment and serves survivors of gender-based violence. As the Program Manager of BHA, Peter developed and led interventions aimed at addressing root causes of domestic abuse and gender inequality in Nigeria. Peter earned his bachelor's degree in Demography and Social Statistics at Obafemi Awolowo University, a master's degree in Sociology at the University of Lagos, Nigeria, and a Master of International Development Policy at Duke University. He is an alumnus of the Brown University International Advanced Research Institute in Social Entrepreneurship in Health and Humanitarian Innovation. He is also a Rotary Peace Fellow at the Duke-UNC Rotary Peace Center. For Peter, "Life is not a goblet to be drained; it is a measure to be filled." Peter loves traveling, hiking, and learning.

Earl Carr (ICAP 2005) is the founder and Chief Executive Officer at CIPA Global Advisors. Immediately before founding CIPA Global Advisors, he served as the Chief Global Strategist at Pivotal Advisors based in New York City. Mr. Carr possesses over twenty years of experience working in the private sector and non-profit business organizations. Earl is also an Adjunct Instructor at New York University's Center for Global Affairs. From 2014- December 2020, Earl worked as a Managing Director and then subsequently a Vice President for International Research at Momentum Advisors, an international wealth management firm. Earl joined Momentum Advisors from Morgan Stanley where he was a Vice President at the Institute for Sustainable Investing (ISI) working as a strategist and thought leader. Mr. Carr received his undergraduate degree from The College of William & Mary in International Relations and attained his Master's degree in International Affairs from American University. A devoted husband and father of two kids, Mr. Carr is a Board member at The Association for Diplomatic Studies & Training (ADST) and Board Director at The Global Institute of Financial Professionals (GIFP). He is a Senior Advisor to The International Career Advancement Program (ICAP) and also is involved in the Council on Foreign Relations. Mr. Carr is a member of The National Committee on United States-China Relations and also serves as an Advisor to Engage Asia. He was also a Kim Koo Fellow at the Korea Society, and previously spent three years as a Trustee and served as Chair of the Board of Trustees at Trinity Baptist Church. Earl has been quoted, cited, interviewed and or published articles in The McKinsey Quarterly, Center for Strategic & International Studies (CSIS), Financial Planning Magazine, Phoenix TV, Sino-Vision TV, South China Morning Post, and is a monthly columnist at Forbes.com. <https://www.forbes.com/sites/earlcarr/#7e5fe1b76429> Earl is fluent in Mandarin Chinese, and conversant in Japanese and Spanish. Mr. Carr is the Editor of the

new book *From Trump to Biden and Beyond: Reimagining US-China Relations*, published by Palgrave Macmillan, September 2021. <https://www.trumptobiden.com>

Ajenai Clemmons, Ph.D., is an Assistant Professor of Public Policy at the Scrivner Institute of Public Policy at the Josef Korbel School of International Studies, University of Denver. Her research focuses on policing inequality and the most important factors that help and harm the police-community relationship. Ajenai uses qualitative methods to answer questions about how civilians assess police. She compares policing of marginalized populations in the U.S. and Europe.

Ajenai earned her B.A. in International Relations, Latin American History, and Spanish at Drake University in Des Moines, Iowa, and studied abroad in Chile and Guatemala. She earned her Master of Public Policy from the University of Denver while working for the City and County of Denver as an Ombudsman. There, she helped establish a new government agency, the Office of the Independent Monitor that oversees investigations of police and sheriff misconduct.

Ajenai then served as Policy Director for a national professional association of Black state legislators in Washington, D.C. Her team kept members apprised of policy trends, helped them to exchange model legislation, and brokered meetings with members of Congress and the Administration. She was also part of a team of staff executives who established the Quad Caucus—a partnership between the Black, Hispanic, Asian American, and Native American caucuses of state legislators to advance equitable public policy at the state level. She then earned her Ph.D. in Public Policy with a concentration in Political Science from Duke University.

Ajenai's volunteer service over the past six years has centered on continuing her coalition-building work among under-represented groups. She has facilitated leadership development trainings in Italy, Belgium, Germany, and France to empower leaders from minority groups dedicated to social justice and inclusive policymaking. She previously served on boards of several non-profit organizations advocating on behalf of women and girls, including the Women's Foundation of Colorado. Her efforts have been recognized by the Colorado Statesman Newspaper, the Diversity in National Security Network, Drake University's Alumni Association, and Duke University's Samuel DuBois Cook Society.

Dr. Raymond L. Crowel, is a nationally known clinical psychologist with more than 35 years of experience as a therapist, program developer, policy maker, manager, and consultant. For the past four years he served as the Director of the Montgomery County, Maryland Department of Health and Human Services (DHHS), where he helped to lead the county's Covid-19 prevention, testing, vaccination, and recovery activities.

Raymond has also served as Montgomery County's Chief of Behavioral Health and Crisis Services, Vice President for Training and Technical Assistance at ICF International, Vice President for Mental Health Services for the National Mental Health Association (NMHA), Director of Child and Adolescent Services for Baltimore City, and Deputy Director for Children's Mental Health in Washington, DC.

In February 2023, after 15 years with DHHS, Raymond retired from county government. He is currently in private practice in the Washington DC area, working with individuals and couples on relationship issues, wellness, life balance, and trauma recovery. He holds degrees from the

University of Michigan and Rutgers University and has held faculty positions at Johns Hopkins and Georgetown Universities. In addition to time with family, Raymond relaxes by doing photography, playing golf, and studying martial arts.

Raymond brings to ICAP his experience in working with State Department, Congressional, and NGO staff on a variety of issues, including the challenges of managing relationships in two career families, stress management, and leadership. He has been a supporter of ICAP since 1999 and a senior advisor since 2001

George F. DeMartino is a Professor at the Josef Korbel School of International Studies, University of Denver. Dr. DeMartino is a political economist whose research focuses on the intersection of ethics and economics. He studies the ethical foundations of economic policy and theory, the ethical conduct of economists, and the nature and causes of the harms that are often associated with economists' practice. He teaches in these areas and courses on international trade, values-based leadership, and political economy theory. He is a past president of the Association for Social Economics and a current board member of the Association for Integrity and Responsible Leadership in Economics and Associated Professions. His recent books include *The Tragic Science: How Economists Cause Harm* (even as they aspire to do good), University of Chicago Press. *The Economist's Oath* (Oxford University Press), and the *Oxford Handbook of Professional Economic Ethics*, co-edited with Deirdre N. McCloskey. At Korbel he co-directs the MA degree in Global Economic Affairs.

Prior to graduate school Dr. DeMartino was a labor organizer and negotiator for AFSCME, AFL-CIO in Connecticut.

Anne L. Dougherty, Principal of AD-Design and Director of Branding & Marketing of Inform The Agency, has provided over 20 years of creative marketing, branding, and design solutions for U.S. and International Corporations in a variety of industrial and commercial sectors including, but not limited to, Lockheed Martin, Ford Motor, General Motors, Daimler Chrysler, Flour, Textron, Bristol-Myers Squibb, NBC, L'Oreal, Gucci, Kikkoman. Additionally, she has provided such services to Government Agencies and Ministries including the U.S. Department of Health and Human Services, U.S. Department of Housing and Urban Development, U.S. Department of Labor, the Ministry of Economy, Development and Tourism of Chile. She has undertaken extensive work for numerous Associations, Foundations and Not-For-Profits including AARP, American Red Cross, March of Dimes, Habitat for Humanity, Susan B. Komen Race for the Cure, USO, Congressional Medal of Honor Foundation, American Film Institute, National Aviation Foundation, National Defense University Foundation, United Auto Workers Association, and United States Institute for Peace. She has also provided comprehensive event branding for hundreds of Conferences, Celebrations, and Benefits including, but not limited to, the Centennial Gala Washington National Cathedral, Jacqueline Kennedy Onassis "The White House Years", Congressional Medal of Honor Awards and branding for approximately 20 Presidential Inaugural events and half-a-dozen Political Conventions. Anne attended Carnegie Mellon University and George Washington University.

Anne holds a SPINNING® Instructor Lifetime Certification (current through 2036) and CPR / AED Certification (current through 2017) and has taught spinning for over 20 years at various health clubs and gyms in Washington, DC and Naples, Florida including the YMCA and Sports

Club L.A. She had the pleasure of creating and implementing the “ICAP Moves” program, which provides circuit training, boot camp, and group fitness, exercises for ICAP conference participants.

Ambassador Harriet L. Elam-Thomas (ret.), during her four decade Foreign Service career, demonstrated a life-long practice of bridging cultures. With unique vision and insight, Ambassador Elam-Thomas placed a human face on diplomacy. Her varied overseas assignments took her to Greece, Turkey, France, Belgium, Senegal, Mali and Cote d’Ivoire. Domestic assignments included Counselor (the most senior career position) and Acting Deputy Director of the U.S. Information Agency (now a part of the Department of State), Foreign Service Personnel in Washington, the United Nations in New York and the White House in Washington, DC. Ambassador Elam-Thomas fulfilled her commitment to serve the national interest through public diplomacy despite almost daily exposure to terrorist acts while serving as Cultural Attaché in Greece, Director of the Press and Cultural Center in Turkey and as the U.S. Ambassador to Senegal from January 2000 to December 2002.

Her performance abroad brought unprecedented recognition from the Prime Minister of Turkey, cultural leaders in Greece as well as meritorious and superior honor awards from the Department of State. Additionally, Ambassador Elam-Thomas has been the recipient of four honorary doctorates, from Simmons College in Boston, the American University in London, Suffolk University in Boston and the University of Central Florida in Orlando. She holds a B.S. degree in International Business from Simmons College in Boston and a M.S. in Public Diplomacy from the Fletcher School of Law & Diplomacy at Tufts University. She was a member of the Senior Advisory Group of the European Command, the Board of the Orlando Philharmonic Orchestra, the Institute for International Education, and Simmons College Cooperators. She was the 2007 recipient of the Director General’s Cup for the Foreign Service. That award is presented to retired career diplomats who have made significant contributions to the advancement of U.S. foreign policy during the service to the nation. In May 2008 she was appointed to the American Academy of Diplomacy. From 2010-2012, she served on the Academy’s Board of Directors. She speaks French, Greek and Turkish.

Formerly the Diplomat-in-Residence at the University of Central Florida, Ambassador Elam-Thomas currently directs the Diplomacy Program at the University. Her memoir, published in December 2017 is entitled: Diversifying Diplomacy: My Journey from Roxbury to Dakar. Ambassador Elam-Thomas was born in Boston, Massachusetts. She and her husband Wilfred J. Thomas reside in Central Florida.

Brinna Faughnan (she/her/hers), an ICAP Assistant, is a fourth-year undergraduate student at the University of Denver studying International Studies and Italian with a minor in Sustainability. Brinna was raised in St. Paul, Minnesota and moved out to Denver for University study in 2020. Her academic interests include sustainable development, environmental policy work, and transboundary water management. Her work experience includes a congressional internship, DEI student representative, student-faculty partnership work, more recently an internship with the Colorado Department of Public Health and Environment within the Water Quality Control Division, and an internship with the Office of Undergraduate Admission at the University of Denver. She is currently writing a senior thesis regarding transboundary water management between the United States and Canada. She hopes to attend graduate school for environmental

policy after finishing her bachelor's degree. Her personal interests include exploring Colorado through hiking and camping, reading, photography, cooking, and traveling.

Gihan Fernando, J.D., serves as Executive Director of American University's Career Center. He has extensive experience in higher education administration with a focus on career services, and before joining AU, held leadership positions at the law schools at Georgetown University, Cornell University and New York University.

Gihan is passionate about access to higher education for all and has worked on issues of diversity and inclusion throughout his career. He has been active in several professional associations, including as President of the Board of Directors of NALP, the Association for Legal Career Professionals, from 2007-2008, and he currently serves on the Board of Directors of the National Association of Colleges and Employers. His consulting work includes serving as a reader for a \$50 million grant administered by the United Negro College Fund, to enhance career outcomes at HBCUs, and reviewing study abroad programs in Kenya, the UK, Belgium, Spain and Sri Lanka.

Gihan is a member of the District of Columbia and New York State bars, and before entering higher education practiced law at the McKenna & Cuneo firm (now Dentons) in Washington, D.C. He completed his JD degree at Georgetown University Law Center and his BA in Political Economy at Johns Hopkins University. He grew up all over the world, primarily in Africa and Asia, and enjoys traveling to visit family and friends in Sri Lanka.

Winta Gonye, an ICAP Assistant, is originally from northern Ethiopia but has been raised in the United States since the age of 7. She is a passionate and driven fourth-year student at the University of Denver, pursuing a double major in International Studies and Public Policy. Her academic journey has been dedicated to understanding and addressing pressing issues related to human rights, humanitarian aid/laws, and immigration policy, stemming from her deep-rooted interest in global affairs.

Throughout her time at university, Winta has actively engaged in various extracurricular activities, enriching her educational experience. She has been involved with the Korbel Students of Color Group, the Korbel Diversity, Equity, and Inclusion Sub-committee, and the Save the Children Action Network. Additionally, she has served as a conversation partner with the University of Denver Language Center. These diverse experiences have broadened Winta's perspective on global challenges and nurtured essential skills in cross-cultural communication and problem-solving, both of which she aspires to utilize in her class essays and future career.

As she approaches graduation, Winta looks forward to applying her knowledge and skills to address real-world challenges, particularly in the areas of human rights, humanitarian aid, and immigration policy. Her ultimate goal is to become a foreign service officer, where she can actively contribute to fostering positive change on a global scale

Ilene Grabel, PhD, is Distinguished University Professor at the Josef Korbel School of International Studies. Dr. Grabel's research and teaching focus on the political economy of international financial policy, multilateral financial institutions, and global financial flows; global financial governance; global, regional, and transregional financial architectures; developmental

finance and the financial systems of the Global South; the etiology, consequences, and mitigation of financial and debt crises; capital control policies; central banking, monetary policy, and exchange rates; and the prospects of “post-American” global financial orders. Her book, *When Things Don’t Fall Apart: Global Financial Governance and Developmental Finance in an Age of Productive Incoherence* (MIT Press) won the 2019 European Association of Evolutionary Political Economy Robinson Prize, the 2019 International Studies Association International Political Economy Best Book Award, and the 2018 British International Studies Association International Political Economy Book Prize. Her previous book (with Dr. Ha-Joon Chang), *Reclaiming Development*, was translated into Turkish, Korean, Spanish, Portuguese, Tamil, Malayalam, and Bahasa. Grabel has conducted commissioned research for the Division of Globalization and Development Strategies of United Nations Conference on Trade and Development, Group of 24, Human Development Report Office of the United Nations Development Program, International Poverty Centre for Inclusive Growth of UNDP, United Nations Women, UN University/World Institute for Development Economics Research, and the NGOs Action Aid, Third World Network, and “New Rules for Global Finance.” She is presently working on a joint project with UN Women and the International Labor Organization. At Korb she serves as co-director of the MA program in Global Economic Affairs.

Margaret Huang (ICAP 2003) is the president and chief executive officer of the Southern Poverty Law Center and its lobbying arm, the SPLC Action Fund. An experienced human rights and racial justice advocate, Huang leads the SPLC in its mission to serve as a catalyst for racial justice in the South, dismantling white supremacy, strengthening intersectional movements and advancing the human rights of all. Early in her tenure at the SPLC, she guided the organization during pivotal moments in the nation’s history that included the nationwide racial justice demonstrations of 2020 and the Jan. 6, 2021, insurrection. Huang also has testified before Congress about the threat of hate and extremism.

Throughout her career, she has championed social justice and human dignity, advocating against discrimination and oppression in all forms. Before joining the SPLC, Huang served as the executive director of Amnesty International USA, where she was responsible for leading campaigns to protect the human rights of migrants and refugees, torture survivors, gun violence victims, and activists and protesters across the globe. Under her leadership, the organization developed several new initiatives while growing its financial resources by more than 50% over four years.

She led several human rights missions to the U.S.-Mexico border to hear from asylum seekers and document abuses; accompanied three transgender youth across the border to seek asylum; and sent and led human rights observer delegations to monitor and document police responses to civil and human rights protesters in various locations across the United States.

Huang has worked with members of Congress on critical pieces of legislation, and she has advocated before United Nations human rights officials as well as the Inter-American Commission on Human Rights. She has published numerous articles and opinion pieces, and she authored a chapter, ““Going Global’: Appeals to International and Regional Human Rights Bodies,” in *Bringing Human Rights Home*, by Praeger Publishers.

Huang, a Tennessee native, is a board member of the Progressive Multiplier Fund, which works to strengthen and sustain the progressive movement by enabling philanthropic investment in various organizations. She previously served as the executive director of the Rights Working Group, which focused on protecting human rights and civil liberties of communities in the post-9/11 era. She also served as director of the U.S. program at Global Rights, program director of the Robert F. Kennedy Center for Human Rights, program manager at The Asia Foundation, and committee staff for the U.S. Senate Foreign Relations Committee. She received a master's degree in international affairs from Columbia University and a bachelor's degree in foreign service from Georgetown University.

Dr. DJ Ida has over forty years of experience working with Asian American/Pacific Islander communities. She received her doctorate in clinical psychology and helped establish a number of organizations including the National Asian American Pacific Islander Mental Health Association, NAAPIMHA, where she serves as Executive Director. Dr. Ida works closely with AANHPI serving community-based organizations around the country and strongly believes that reducing disparities must use a broader whole health, public health approach that takes into consideration social determinants of health. In 2017 she received the inaugural Robert Wood Johnson Award for Health Equity for her focus on the impact mental health has on the overall health of AANHPIs. Dr. Ida has served on numerous boards including the US Dept of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA) Center for Mental Health Services National Advisory Council, Mental Health America, Annapolis Coalition for Behavioral Health, the Hogg foundation and the UC Davis, School of Medicine Center for Eliminating Health Disparities. She facilitated the statewide meetings for the California Reducing Disparities project for AANHPIs and was the primary author for the Office of Minority Health's Integrated Care for AANHPIs: A Blueprint for Action. Strengthening the service delivery system is core to Dr. Ida's work as she helped develop Growing Our Own to train clinicians on how to provide culturally and linguistically appropriate services; Achieving Whole Health to train community members to become Wellness Coaches; the Mental Health Interpreters Training to train interpreters to work in mental health settings, Friends DO Make a Difference to develop mental health leadership among youth to raise awareness about what mental health is/is not, the mental health impact of racism, and the power of community services. In response to the growing anti-Asian hate, she convened a group of mental health advocates to create Asians in Focus and heART's hope to address the healing power of art.

Ambassador (ret.) William H. Itoh is a Professor of the Practice in the Department of Public Policy at the University of North Carolina, Chapel Hill. He is also a Senior Advisor to McLarty Associates, an international business consulting firm. Ambassador Itoh had a distinguished career in public service with the Department of State. From 1995-1999 he served as U.S. Ambassador to the Kingdom of Thailand. He was the first Asian-American appointed as ambassador from the career Foreign Service. Prior to his appointment to Bangkok, he was Executive Secretary of the National Security Council at the White House (1993-1995).

During his career as a Foreign Service Officer, Ambassador Itoh served abroad in the U.S. Embassy in London (1976-1978) and as the U.S. Consul General to Western Australia in Perth (1986-1990). His Washington assignments included service in the Office of the Under Secretary for Political Affairs, the Bureau of East Asian and Pacific Affairs and the Bureau of Congressional

Relations. He was Deputy Executive Secretary and Acting Executive Secretary of the Department of State from 1991-1993.

As Ambassador to Thailand, Ambassador Itoh was the 1998 recipient of the Department of State's Charles S. Cobb Award for outstanding support of the American business community. He was also awarded an honorary PHD in Economics by Khon Kaen University, presented by His Majesty King Bhumibol Adulyadej in December 1998, in recognition of his efforts in support of Thailand's recovery during the Asian financial crisis.

Ambassador Itoh was born in Tokyo, Japan, and emigrated to Canada and then to the United States. He attended primary and secondary schools in Albuquerque, New Mexico. He is a graduate of the University of New Mexico with a B.A. in Social Science (1966) and an M.A. in History and Anthropology (1971). He was Assistant Professor of History at California State University, Humboldt (1972-1973). Ambassador Itoh was commissioned as an officer in the U.S. Air Force reserve in 1967 and served on active duty 1968-1969. He attended the National Defense University and was a Distinguished Graduate of the National War College class of 1991. He also attended the Capstone General Officers Course at NDU in 1995.

Ambassador Itoh is a member of the Council on Foreign Relations. He served as a member of Advisory Board of the University Center for International Studies at UNC and as a member of the Board of Trustees of the Kenan Institute Asia in Bangkok. He is past Chairman of the Albuquerque Committee on Foreign Relations and past President of the World Affairs Council of Albuquerque. He is also a member of the Battlefield Preservation Trust and serves as Secretary-Treasurer of the Glorieta Battlefield Preservation Society.

Ambassador Itoh now resides in Albuquerque, New Mexico. He has two daughters, Charlotte, a lawyer in Albuquerque; and Caroline, a Vice President with the National Wildlife Federation.

Abigail Kabandula, PhD, is a researcher at the Frederick S. Pardee Center for International Futures, and an adjunct professor of international politics at the University of Denver. She recently completed her doctoral degree in global governance and human security at the University of Massachusetts Boston (UMass Boston). Her dissertation research examined the effectiveness of the African Peace and Security Architecture (APSA) in addressing transnational security threats in fragile states such as Somalia. She has researched and published on the international political economy of human security in Africa, the implication of Africa's political and military engagement with rising powers like China and Turkey, inter-regional interaction between the Horn of Africa and the Gulf States, the African Union and United Nations security cooperation, reforming African peace operations, gender and peacekeeping, and the politics of welfare policy reform in Zambia.

In addition to a doctoral degree, Abigail holds dual Master's Degrees in global governance and human security from UMass Boston, and historical studies from University of Cape Town (UCT). She also has an Honors Degree in social sciences from UCT, and an undergraduate degree from the University of Zambia.

Mira Morton Luna is the Associate Director of the MSU Denver Health Institute where she runs programs and helps manage partnerships to reimagine healthcare and develop the next generation of health-care professionals by helping them become culturally responsive practitioners. She is a skilled leader with over 20 years of experience in diverse community outreach, career coaching, and project management. Mira has a proven track record of successfully working with government, corporate, academic, and nonprofit organizations, leveraging their expertise to build strong partnerships with people and organizations from diverse ethnic and socio-economic backgrounds. She is passionate about working with diverse populations and is committed to closing the attainment and leadership gap among diverse communities.

Prior to working with the MSU Denver Health Institute, Mira was the Associate Director for Career Development at the Josef Korbel School of International Studies at the University of Denver, where she directed employer relations and spearheaded strategic partnerships with government, nonprofit organizations, and corporations, engaging over 400 employers in international affairs annually. She developed and implemented a comprehensive career curriculum, conducting numerous career events and reaching more than 1200 students and alumni each year.

Previously Mira held positions in the pharmaceutical industry and with the American Diabetes Association, where she helped to pilot diversity outreach and education programs. She has consulted with the Centers for Disease Control and many community foundations. Mira also served as the Executive Director of the NW Coalition 4 Better Schools, overseeing advocacy efforts and improving academic achievement for diverse students. With a passion for community engagement, she wrote successful grants, raised funds, and trained volunteers to support the organization's mission.

Mira holds a specialized graduate certificate in Human Capital in Organizations from the University of Denver and has completed multiple graduate business organizational courses. She earned a Master's degree in International and Intercultural Communications from the same university and has a Bachelor's degree in Communications with an emphasis on Hispanic Studies from Lewis & Clark College.

Kerry-Jo Ford Lyn (ICAP 2020) has worked as a senior leader in strategic planning, program management, and organizational development for 20 years. This has included innovative work with international development agencies, community development organizations, public and private sector foundations, and activist groups at the forefront of social change in the Caribbean, Latin America, the Western Balkans, Asia, Africa, and the U.S.

Kerry-Jo most recently served as the Deputy Executive Director at Astraea Lesbian Foundation. In that role, she managed and successfully closed out their first-ever federal grant supporting global LGBTI communities and organizations, providing over \$3.5M in grants to LGBTI activists in 12 countries. Building on that accomplishment, she was also responsible for the design and successful application for a new multimillion dollar 5-year grant supported by USAID, Sida, and Global Affairs Canada focused on supporting LGBTI organizations in their own work to address discrimination, violence, stigma, and criminalization in nine countries.

Prior to joining Astraea, Kerry-Jo served as Chief Operations Officer of the largest private sector foundation in the Caribbean, where she introduced ground-breaking programs in social

entrepreneurship, special needs education, use of technology in education/literacy, and LGBTI activism. In 2020, she was recognized and honored for her contributions and expertise by Out in National Security and New America on the National Security and Foreign Policy LGBTQIA+ Out Leadership List for 2020 and was Co-Lead on the Biden Campaign LGBTQ+ Global Policy Committee, whose recommendations were included in the Presidential Memorandum on Advancing Human Rights of LGBTQI Persons Around the World.

Kerry-Jo holds an MSc. from University College London and a BSc from the University of the West Indies-Mona. Kerry-Jo was born and raised in Jamaica and recently relocated from Washington, DC, to Florida with her wife. When she's not trying to make a dent in the piles of books next to her bed, Kerry-Jo loves to travel, spend time on beaches and be the favorite aunty to many little ones in her tribe.

Patrice Ford Lyn, an Executive Life Coach, is Founder and CEO of Catapult Change - a transformational coaching and consulting company. Patrice transforms her clients' understanding of what is possible. By empowering them to free themselves of mediocrity and dissatisfaction, she supports them in stepping into their greatness. She specializes in working with people of color who are executives, entrepreneurs, and other coaches.

With her depth of experience and passion for helping people thrive, Patrice facilitates her clients' journeys to meaningful outcomes. Since receiving an undergraduate degree in sociology from Yale University and a graduate degree in nonprofit management from the Kennedy School at Harvard University, she guided the startup of three national-level organizations. For decades, she has worked with leaders in national corporations, nonprofits, federal agencies, and international development multilaterals to build their organizations while supporting them through their own personal growth. As such, she is a thought partner on both personal and organizational challenges. Whether it is working with a leadership team or coaching an individual, Patrice thrives at facilitating strategic conversations that lead clients to important insights, needed interventions and meaningful action.

As a bisexual, black, immigrant woman, Patrice brings a deep appreciation of the ongoing pressures faced by marginalized groups and the ways these truths can manifest in our lives. It is important to her that members of marginalized communities, those working with marginalized communities and/or in trauma-rich environments have safe spaces for reflection and rejuvenation.

Latanya Mapp Frett [she/her/hers] (ICAP 2001) is President and CEO of Global Fund for Women and serves on the Board of Directors for Global Fund for Women. As a feminist fund, Global Fund for Women offers flexible support to a diverse group of partners – more than 5,000 groups across 175 countries so far – to create meaningful change that will last beyond our lifetimes. Ms. Frett is the author of the book: **The Everyday Feminist: The Key to Sustainable Social Impact-Driving Movements We Need Now More than Ever.**

Previously, Ms. Frett served as the Executive Director of Planned Parenthood Global, the international arm of Planned Parenthood Federation of America, with regional and country offices in Africa and Latin America. She quadrupled the size of the program in four years to become one of the most innovative and sustainable global health organizations in the field.

Ms. Frett worked for eight years as a human rights officer for the United Nations Children's Fund (UNICEF) and for 10 years with the United States Agency for International Development (USAID). She served as a delegate to the Fourth World Conference on Women in Beijing in 1995 and continues to fight for the human rights of women.

An attorney by training, she began her career at the NAACP Legal Defense and Education Fund in Washington, DC. She has received many honors and awards, including two Esteemed Meritorious Honor Awards from the U.S. government and the highest honor in civil service, the Superior Honor Award, from the U.S. State Department. Ms. Frett was one of 30 Foreign Service Officers honored with the Colin Powell Fellowship by then-Secretary of State Condoleezza Rice. Ms. Frett currently serves on the Board of Directors at Oxfam America and Management Sciences for Health and is an Adjunct Professor at Columbia University's Mailman School of Public Health. Ms. Frett is a Woodrow Wilson Fellow and author of four U.N. human rights reports and manuals. She is a Returned Peace Corps Volunteer and Alum of ICAP. She is a member of the Council on Foreign Relations. She holds a Bachelor of Arts in government and politics, a master's in public policy, and a JD from the University of Maryland.

Frederick ‘Fritz’ Mayer is Dean of the Josef Korbel School of International Studies at the University of Denver. He also serves as chair of the Denver Council on Foreign Relations. Previously, Dean Mayer was professor of public policy, political science, and environment; associate dean; director of the Center for Political Leadership, Innovation and Service; and director of the Program on Global Policy and Governance at the Terry Sanford School of Public Policy at Duke University. He has also served as foreign policy advisor to United States Senator Bill Bradley and as Executive Editor at the CloseUp Foundation in Washington, DC.

Dean Mayer's research interests include international trade and economic globalization, global governance, climate change politics and policy, and the role of stories in politics and collective action. He is the author of Narrative Politics: Stories and Collective Action (Oxford University Press), Interpreting NAFTA: The Science and Art of Political Analysis (Columbia University Press), and numerous articles and book chapters.

Mayer received an A.B. in history and literature from Harvard College, and M.P.P. and Ph.D. degrees in Public Policy, both from the John F. Kennedy School of Government at Harvard University.

Chris McCannell has more than 20 years of Washington experience. Currently he is a senior director in the DC office of the Florida based law firm GrayRobinson. His clients include Angel Capital Association, Prudential Plc, National Association of Truck Stop Operators, Manufactured Housing Institute, US Travel, Etihad Airlines, and Broadmark Capital. Chris has a deep background in financial services and tax policy.

Prior to joining Eris Group, GrayRobinson's predecessor, Chris led APCO Worldwide's Washington financial services and government relations practice. He previously served as vice president of government affairs at Ameriprise Financial and as a director at Quinn Gillespie & Associates, a bipartisan government relations firm in Washington, DC.

Chris has a fifteen-year career on Capitol Hill. Most recently in 2009-2010, Chris was chief of staff to Rep. Michael E. McMahon. Earlier in his career, he served as chief of staff and floor assistant to Rep. Joseph Crowley, a member of the Committee on Ways and Means and chair of the Democratic caucus. Chris was also press secretary to Rep. Steny H. Hoyer. He began his career as a press assistant in the office of Sen. Frank Lautenberg and the office of the Democratic Policy Committee.

Chris holds a Bachelor of Arts in political science with a concentration in international relations from Fordham University.

Elena C. Mola, J.D., is a Senior M&A/Business Development Executive and Corporate Attorney with over 25 years' experience in M&A, development, asset-management, and counseling corporations and financial institutions on transactions involving the development and financing of Energy, Telecommunications, Communications Platform, and Transportation infrastructure projects. She has extensive experience negotiating at presidential and ministerial levels as well as with high-ranking union officials in North, Central and South America, Asia, Africa and the Middle East.

Ms. Mola is Chair of the Board of Directors and/or principal legal advisor of privately held mobile communications and electronic/mobile payments platform companies focusing on electronic solutions for governments and international organizations, card bureau/management systems, tax collection and administration systems, and national ID systems, as well as renewable and alternative energy companies focusing on the development and financing of solar and biofuel projects.

Ms. Mola served as Vice President for Business Development at CNG International, a wholly owned subsidiary of Consolidated Natural Gas Company/Dominion Resources. In her position, Ms. Mola was responsible for and directed all aspects of technical evaluation, mergers/acquisitions, development and management (financial/legal) of CNGI's Latin American electric and natural gas assets worth over US\$ 2Billion. She served as an Executive Officer, Chair or Vice Chair of the Board of Directors of numerous energy operating and holding companies. She was recognized as the Highest Ranking Female Executive within the Top 100 Companies in Argentina, as published in **MERCADO**.

Ms. Mola practiced law in the Project Finance/Energy Department of Skadden, Arps, Slate, Meagher & Flom, one of the largest US-based international law firms, where she concentrated on limited-recourse structured-finance transactions and contract negotiations of energy and infrastructure projects with an aggregate closing value of over US\$5 Billion. Her legal work involved representing financial institutions and multinational corporations in connection with a variety of transactions including, but not limited to, privatizations, mergers and acquisitions, joint ventures, and financings of hydroelectric, gas and fuel-fired generation plants, barge-mounted generation plants, gas and liquids pipelines, mining and refining operations, water desalination plants, wastewater recycling facilities, toll-roads, telecommunications networks, direct-broadcast satellites, and electronic surveillance technologies.

Ms. Mola serves on the Advisory Board of the International Career Advancement Program (ICAP) (Aspen). She served as a Member of the Board of Directors of the Council of the Americas (New

York), as a Fellow at the Institute for the Study of Diplomacy (Washington, D.C.). Ms. Mola also served as an Adjunct Professor at Georgetown University Graduate School where she taught International Infrastructure Finance & Development. She has participated as a speaker at numerous academic, legal and industry conferences and has spoken on such topics as: The Role of Legal Institutions in the Economic Development of The Americas; A Strategic Vision of Argentina; Project Finance: The Changing Face of Infrastructure Development; and The Role of Multinationals in Influencing U.S. Economic Policy. She has published and co-authored various articles and chapters in books on topics such as: laws, regulations and investment opportunities related to electric generation in Latin America; International Project Finance; and liability issues related to new technologies.

Ms. Mola holds a Doctorate of Jurisprudence (JD) and a Master of Science in Foreign Service (MSFS) degree from Georgetown University where she received the American Jurisprudence Award for Academic Excellence in Law & Technology and Distinction in School of Foreign Service Comprehensive Oral Examination. Additionally, she holds a Masters of Public Administration/Finance & Budgeting (MPA) degree from The Andrew Young School of Policy Studies at Georgia State University (Phi Alpha, National Honor Society for Public Administration). She received her B.A. from Mercer University where she completed three majors in Economics, Political Science and Philosophy and received the Baggot Award for Academic Excellence & Leadership.

Singumbe Muyeba, PhD, is an Assistant Professor at the Josef Korbel School of International Studies, University of Denver. He teaches courses in international development: political economy of sustainable development in Africa; economic development; race, ethnicity and culture and international development (summer interterm course); and an undergraduate course in African development. His research interests are in urbanization, property rights to land and housing in South Africa, Kenya, Zambia and Angola, foreign aid, institutions and urban poverty, innovative interventions for ending housing poverty, and China's effect on housing in Sub-Saharan African cities. He has published a book on globalization and Africa in the Twenty First Century, and several articles on property rights to land and housing in Sub-Saharan African countries. Prior to his academic career, Dr. Muyeba worked for the United Nations Development Program (UNDP) and the United Nations High Commissioner for Refugees (UNHCR) in Zambia. Dr Muyeba holds a PhD in Sociology and MPhil in Development Studies from the University of Cape Town in South Africa, and a BA from University of Zambia. In the United States, he was a Fox International Fellow at Yale University and attended summer school on Development and Inequality in the Global South at Brown University. He also attended summer school at the University of Amsterdam in the Netherlands.

Ved P. Nanda, J.D., is Distinguished University Professor at the University of Denver and Thompson G. Marsh Professor of Law at the University of Denver's Sturm College of Law, where he also serves as Director of the International Legal Studies Program. In 2006 Professor Nanda was honored with the founding of the Nanda Center for International Law. He was Vice Provost at the University of Denver from 1994 to 2008.

He holds or has held numerous official posts in professional organizations, such as the World Jurist Association, International Law Association, American Society of International Law, the American Bar Association International Law Section, and the United States Institute of Human Rights. He

was formerly the US Delegate to the World Federation of the United Nations Associations, Geneva. He is Chair of the Board of Trustees of the Uberoi Foundation for Religious Studies and a member of the Board of Trustees of the Iliff School of Theology, Denver.

Among numerous national and international awards, in September 2005, Professor Nanda was awarded the World Jurist Association's Highest Order of Justice and its World Legal Scholar award, and in May 2011, he received the Pride of India Award for an Indian living abroad. In 2004, he received the Gandhi-King-Ikeda Award for Peacebuilding from Soka Gakkai International and Morehouse College. In March 2018, he received the America Bar Association's highest award for international law and was also awarded the second highest civilian award given by the Government of India, personally bestowed by the President of India, for his work in literature and education.

He has received honorary doctorates from Soka University in Tokyo, Japan and from Bundelkhand University, Jhansi, India. He is widely published in law journals and national magazines, has authored or co-authored 23 books in the various fields of international law and over 180 chapters and major law review articles. He is a frequent guest on television and radio and writes regularly on international issues for the Denver Post.

Ven Neralla is currently a Strategist at Federal Street Strategies, advocating on Capitol Hill and the Administration for a number of Fortune 500 companies and nonprofit organizations.

Before joining the private sector, Ven spent more than twenty years in senior roles in both the legislative and executive branch, including the White House. Most recently, Ven served for four years as chief of staff for Congressman Andy Levin (D-MI) and previously served on the staff of three other members of Congress: Congresswoman Pramila Jayapal (D-WA) as deputy chief of staff, Congresswoman Barbara Lee (D-CA) as legislative director, and Congressman Peter DeFazio (D-OR) as legislative assistant. Ven also helped reconstitute the bipartisan House Chiefs of Staff Association where he served as Vice Chair for professional development.

Ven served for eight years in the administration of President Barack Obama as Senior Advisor for House Appropriations and Global Health at USAID and as Director of Congressional Affairs in the science bureau at USDA, where he led the team that stood up the Foundation for Food and Agriculture Research (FFAR). At the beginning of the Obama administration, Ven handled congressional affairs in the White House Office of Presidential Personnel. Prior to joining the White House, Ven was Associate Director for Congressional Affairs at the Millennium Challenge Corporation.

Before coming to Capitol Hill, Ven worked with the multilateral community at the United Nations Association in Canada on food security issues and at an international NGO following trade and economic policy in Asia, focusing on civil society engagement with the Asia Pacific Economic Cooperation (APEC). Ven currently serves on the board of the International Career Advancement Program Fellows Association (ICAPFA). Affiliated with the University of Denver's Korbel School for International Affairs, ICAPFA supports mid-career professionals in foreign affairs from underrepresented communities.

Born in Honolulu, Hawaii to parents of south Indian origin, Ven grew up in Canada, graduating from McGill University in Montreal, Quebec.

Eileen Neave Purkeypile, (ICAP 2021) is the Director of Marketing & Development for Children's Emergency Relief International (CERI), an NGO dedicated to protecting childhood by addressing the root causes of orphanhood. In her position, Eileen heads the organization's brand strategy and cultivates partnerships to advance the organization's mission. Previously, Eileen was the Director of Global Child Development Operations for Feed the Children where she led teams in ten countries to support programs in nutrition, WASH, education, and livelihoods. Eileen's passion for helping children and families was ignited in refugee camps in Yemen, where she met women and children fleeing conflict in the Horn of Africa. Early in her career, Eileen volunteered in Bolivia where she worked for the protection and well-being of children through a faith-based initiative. A native of the US-Mexico border, Eileen is fluent in Spanish, holds a Master of Public Administration from the University of Missouri-Kansas City, and a bachelor's degree in Theology from Southwestern Adventist University. Eileen lives in San Antonio, Texas with her husband, Jarrod, and three children, Noel, Amelia, and Elías.

Jarrod Purkeypile is a bilingual pediatric speech-language pathologist specializing in autism spectrum disorders. He also works with adults as an accent and language coach and is active in his community in the areas of personal safety and emergency response. Jarrod has a bachelor's in communication and a master's in speech-language pathology from the University of Kansas. He lives in San Antonio, Texas with his wife, Eileen, and their three children, Noel, Amelia, and Elías.

Dr. Sandra Rivera (ICAP 1998), Ph.D., Associate Director; Office of Economics; U.S. International Trade Commission was one of ICAP early fellows and has remained active with ICAP and the ICAP Fellows Association (and its predecessor ICAPAA) for over 20 years. She has served as an ICAP Career counselor for over 10 classes and mentor to many fellows. She began her career as an International Trade Economist in the USITC's Research Division before heading over to USTR to serve with the Western Hemisphere Office under Peter Alguire. Rivera returned to serve on a number of projects as project leader before her stint as a Visiting Scholar at Purdue University's Center for Global Trade Analysis, home of GTAP. After returning, she has had a progressive career working in strategic planning, performance management, and creating one of the most sought after Pathways program for budding economists in Government. As Associate Director, she has dramatically increased BIPOC hiring in Economics, creating pipelines for underrepresented in the Economics profession with over 40% BIPOC hires over the past 10 years for Pathways, international economists and research assistants, plus over 60% for management analysts.

Edward Thomas (Tom) Rowe, Ph.D., is the founder and Director of the International Career Advancement Program (ICAP), co-founder and Senior Adviser and Treasurer of the Global Access Pipeline (GAP) and Dean Emeritus at the University of Denver. He previously served for many years on the faculty and nine years as Dean of the Graduate School of International Studies (now the Josef Korbel School), as well as five years as Associate Dean. He was earlier on the faculty of the University of Connecticut and of Virginia Polytechnic Institute and State University and has been a visiting faculty member at the University of Colorado in Boulder and the Institut für Politikwissenschaft at the University of Tuebingen in Germany. He has spoken widely in the United States, Europe, Ghana and Costa Rica. He has received grants from a large number of

governmental agencies, foundations and other organizations. He currently has a grant from the Open Society Foundations.

Dr. Rowe grew up on a small farm in Michigan and completed his undergraduate training at the University of Michigan and his MA and PhD degrees at the University of California-Berkeley. His broad areas of specialization are in international politics and international organization, with particular attention to the United Nations, international human rights and conflict management and resolution.

Dr. Rowe has published several book chapters, a monograph on the United Nations and articles in *International Organization*, the *American Political Science Review*, the *Journal of Conflict Resolution* and *Relaciones Internacionales*. He has served as President of International Organization Section of the International Studies Association, as President of the Western International Studies Association, as a member of the Executive Board of Association of Professional Schools of International Affairs (APSIA), as a member of the National Policy Board of the Public Policy and International Affairs (PPIA) Program and as a member of the National Selection Committees for the Charles Rangel Fellowship Program and for the Thomas Pickering Fellowship Program. He has also been active in the community in Connecticut, Virginia and Colorado, including the Denver Council on Foreign Relations.

Sherinette (Sheri) Solomon, Ph.D., serves as the Director for the Center of Professional Development within the Office of Human Capital and Talent Management at USAID. With a career spanning over two decades, Sheri possesses extensive leadership and management experience across public and private domains, as well as in the military. Her expertise spans a spectrum of disciplines including cybersecurity, policy and technology analysis, contract proposal management, workforce development, recruitment, staffing, manpower/workforce planning, classification, promotions, performance management, equal opportunity, and diversity and inclusion strategies.

She retired from the U.S. Army in 2009 after a successful career as a human resources manager, equal opportunity advisor, and Presidential logistics and operations manager. She has worked in the intelligence and cyber sectors, where she served as an IT/IS proposal manager and policy and technology analyst.

In 2010, Sheri transitioned to USAID, assuming the role of the inaugural Diversity and Inclusion Chief within the Office of Civil Rights and Diversity (OCD). In 2012, she became a Supervisory HR Specialist for Performance Management, later becoming a part of the Center for Professional Development in 2015. In 2021, Sheri officially became the Director of the Center for Professional Development after serving in the acting capacity for many years.

Academically accomplished, Sheri holds a Bachelor of Arts degree, a Master of Education degree with summa cum laude distinction, a Master of Science in Strategic Human Resources Management with summa cum laude honors, a Master of Science in Cybersecurity with summa cum laude accolades, and a Doctorate in Leadership Management graduating magna cum laude. She is a dedicated lifelong learner and has amassed certifications across various fields. Additionally, she has authored publications in her pseudonym.

Beyond her professional achievements, Sheri's commitment extends to community service. She has initiated and actively volunteered with several nonprofit organizations that share a mission of empowering veterans and underserved individuals. Her efforts focus on imparting vital life and job skills, empowering them to thrive as contributing members of their households and communities. She accomplishes this through avenues such as training, counseling, grants, scholarships, coaching, job placement, and linking individuals to available local resources.

Ashley B. Stewart is a Transformational Executive Coach, a Leadership Consultant and a Racial Consciousness Strategist. Ashley creates customized leadership solutions to ensure personal and organizational success. He serves senior executives and emerging leaders in private and social sector organizations across multiple industries in North and South America, Africa and the Caribbean. He helps leaders harness more of their authentic power, deepen their self-awareness, cultivate adaptive leadership skills and reprogram unconscious patterns that compromise their effectiveness and performance. Passionate about racial equity and inclusion, Ashley coaches leaders to name and grapple with their motivations, behaviors and facets of their identity for conscious examination. Leveraging his 15+ years of expertise leading teams and driving large-scale transformations, his clients have included global brands such as American Express, Deloitte, Goldman Sachs, Howard Hughes Medical Institute and USAID. Ashley served as the executive director of talent and organizational development for 11,000 staff of Baltimore City Public Schools (City Schools) to create the culture and sustain the conditions to eliminate the predictability of student outcomes by race. In prior roles with the Annie E. Casey Foundation, Johns Hopkins University, the U.S. Department of State and the U.S. Department of Education, Ashley co-designed and launched national leadership capacity building programs and philanthropic initiatives focused on culture competence, public-private investments, health indicators, community development, land reform and K-12 education reform. Proficient in Spanish, Ashley holds a bachelor's degree in psychology from Morehouse College, a master's degree in public policy with a focus on leadership from Harvard University and is a graduate of the Georgetown University Maryland.

Wilfred J. Thomas epitomizes the “Consummate Caribbean Man,” if ever anyone could be so described. Born in Trinidad of a Grenadian mother and a Barbadian father, Wilfred spent his pre-teen years in Trinidad and his teenage years in Grenada.

His initial love of community service began at age the age of 15, when as a boy scout he was the founder and president of a community youth organization in his village. The main objectives of that organization included channeling his teenage peers towards positive pursuits, which included educational, social and sporting activities. Twice a week, the club members conducted a 2-hour night class for those adults in the surrounding villages who were unable to read or write. They were taught the basic “3 R’s.”

Upon achieving adulthood at age 21, Wilfred returned to Trinidad, and in short measure, joined the Trinidad and Tobago Police Service where he served with distinction for ten years. In 1968, ever in search of advanced education and better opportunities, he migrated to the United States and immediately became involved in Caribbean Organization activities which included promotion of Caribbean culture, economic endeavors and Caribbean Tourism as a part time travel agent. In 1971, he became a founding member and the first General Secretary of the celebrated Brooklyn

Labor Day Carnival Parade. In August 2005, he was one of eight Caribbean nationals honored by the New York City Council for their contributions to the quality of life in New York City.

His career highlights and accomplishments included: Law Enforcement, Data Processing and Computer Operations Manager, Bank Officer, Corporate Security Officer, Travel Agent and Travel Agency Owner specializing in Caribbean Tourism promotion, President of the Greater New York Chapter of the Caribbean Tourism Organization (CTO), and subsequently President of 9 chapters throughout the North-Eastern States and General Manager of the American Club of the U.S. Embassy in Dakar, Senegal.

Mr. Thomas has traveled extensively to several Caribbean countries and others which include: west and southern Africa, Central America, Europe and Australia. Upon returning to the U.S. in 2003, he and his wife, Ambassador Harriet Elam-Thomas, took up residence in the State of Florida, first in Leesburg and currently in Orlando.

In 2005, following the Hurricane Ivan devastation of Grenada, he acceded to the request of some members of the Grenadian–American community to lead the newly-formed Grenadian-American Educational and Cultural Organization (GAECO) as the President. During his two years at the helm of GAECO, he was one of the active organization presidents, who formed the Heads of Caribbean–American Organizations of Central Florida.

He remains committed to promoting Caribbean Heritage in every respect and is totally committed to support any effort towards that goal.

Tink Tinker, Ph.D., is a citizen of the Osage Nation (wazhazhe) and has been an activist in urban American Indian communities for four decades. Recently retired from the faculty at Iliff School of Theology, he is the Baldrige Emeritus Professor of American Indian Cultures and Religious Traditions. He brought an Indian perspective to what is a predominantly amer-european school. As an American Indian academic, Dr. Tinker has been committed to a scholarly endeavor that takes seriously both the liberation of Indian peoples from their historic oppression as colonized communities and the liberation of White Americans, the historic colonizers and oppressors of Indian peoples. Trained in biblical studies at the Graduate Theological Union, he moved decidedly away from that field of inquiry and towards American Indian studies and American Indian religious / theological discourse in particular. Rather than focusing on mere intellectual ideas and the realms of metaphysics, his theological reflection is unashamedly materialist (political and social) in its reflection. It is an intellectual reflection from within the community experience of Indian peoples and with a clear focus on the well-being of the Indian community. Thus, he has always considered his own community involvement as crucial to his intellectual development.

A major focus of Tinker's intellectual work is pointed towards reclaiming discursive categories that are more natural within traditional Indian community experience and culture rather than merely adopting amer-european categories and trying to clothe them in an Indian guise. Some of the perceptions that have been basic to his and Indian peoples' thinking have been immediately recognized and affirmed by many indigenous peoples—from the Pacific Islands to Africa and to tribal peoples in Asia. The key distinctions of American Indian thinking begin with a collateral-egalitarian metaphoric base (as opposed to the eurochristian hierarchical structuring) and extend to the relationship of Indian people to the land and the priority of spatial imagery over temporal

imagery; and then the priority of community over the individual. All three of these distinctions are polar opposites to the deep cultural commitments of euro-american / eurochristian people.

Tinker has pursued open debate and discussion of his theological views with Indian people in his own community and with global ecumenical partners in venues like the World Council of Churches—where he has often served as an indigenous consultant. For three decades, even as he served full-time on the Iliff faculty, he worked in various volunteer capacities with the Four Winds American Indian Council in Denver, as the (non-stipendiary) executive director from 1990 to 2015. While the project identifies itself as a community development project, it combines political action and community organizing with a holistic spiritual component that is rooted in the ancient cultural traditions of the different Indian peoples that have been brought to metropolitan Denver over the past five decades. It is this kind of intense community involvement that informs Tinker's scholarly work.

Tinker is the author of *American Indian Liberation: A Theology of Sovereignty* (Orbis Press, 2008); *Spirit and Resistance: American Indian Liberation and Political Theology* (Fortress Press, 2004) and *Missionary Conquest: The Gospel and Native American Cultural Genocide* (Fortress Press, 1993); co-editor of *Native Voices: American Indian Identity and Resistance* (U. Kansas, 2003); and has written more than seven dozen journal articles and chapters for edited volumes. He has served on the Leadership Council of the American Indian Movement of Colorado and has been active in the Transform Columbus Day Coalition. He has been a member of the Ecumenical Association of Third World Theologians, an association with firm commitments to liberative theology and praxis.

Stephanie Trejo, a Senior ICAP Assistant, is an accomplished individual who recently completed her Master's Degree in Global Economic Affairs from the University of Denver-Josef Korbel School of International Studies. During her time in graduate school, Stephanie actively contributed to the DEI committee, showcasing her commitment to diversity, equity, and inclusion. She took the initiative to organize and lead several meetings and events with Josef Korbel Graduate School Students of Color, providing a supportive platform to discuss their unique challenges and collaborate on ways to enhance their grad school experience.

Stephanie's passion for global economic affairs and her interest in international trade have always driven her career aspirations. Her hard work and dedication paid off, as she has been offered an exciting job opportunity with the Department of Commerce as an International Trade Specialist within the International Trade Administration. This role aligns perfectly with her career goals, and she is eagerly looking forward to making a significant impact in the field she has been preparing for over the past two years.

With her blend of academic excellence and practical experience, Stephanie is well-equipped to excel in her new role. She is enthusiastic about embracing new challenges and aims to play a pivotal part in enhancing global trade relations. Additionally, Stephanie's unwavering dedication to fostering inclusivity and equity will undoubtedly shine through as she continues to make a positive impact in her professional journey as an International Trade Specialist.

Adriano Vasquez is the Director for the Foreign Agricultural Service Office of Civil Rights. He is a multi-faceted, team-oriented leader who consistently provides sound and timely advice on matters relating to the application of anti-discrimination statutes in federal employment.

In addition to active certifications from the Justice Center of Atlanta and the Department of Defense Equal Opportunity Management Institute. Mr. Vasquez earned his Bachelor of Arts degree in 2004 and received his Master of Science degree in Human Resource Management from the University of Maryland, University College, in 2013.

Adriano currently resides in Gainesville Virginia, with his wife Donghee.