



ICAP 2022

International Career Advancement Program

October 1-October 9, 2022

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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ICAP 2022 is funded by ICAP alumni and friends, the U.S. Department of State, the U.S. Agency for International Development, the U.S. Navy, the U.S. Department of Labor's International Labor Affairs Bureau, the U.S. Department of Commerce's Global Markets Bureau, the U.S. Department of Agriculture's Foreign Agricultural Service, the U.S. Department of Agriculture's Animal and Plant Health Inspection Service, the U.S. African Development Foundation, the U.S. Millennium Challenge Corporation, the U.S. Peace Corps, the Council on Foreign Relations, Peace Direct, Women of Color Advancing International Peace and Security, the Rockefeller Foundation, the Robertson Foundation for Government, the Open Society Foundations, and the University of Denver.

**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, October 1, 2022

ARRIVALS

Check-in at the Aspen Institute/Aspen Meadows

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, State Department)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson 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 Albright Pavilion at the Isaacson Center.

AGENDA

Sunday, October 2, 2022

- | | |
|------------------|--|
| 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 2022 Fellows |
| 10:30-10:45 a.m. | <i>BREAK</i> |
| 10:45-12:00 noon | Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion”
Roundtable Discussion of Experiences of the ICAP 2022 Fellows |
| 12:00-1:30 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 2022 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”
Arthur Jones (University of Denver) and Christine Chao (Independent Psychologist) |
| 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: “The Significance of Spirituals”
Arthur Jones (University of Denver) |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and program will be in the Albright Pavilion in the Walter Isaacson Center.

AGENDA

Monday, October 3, 2022

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 6:** Career Workshop I: “Taking Control of Your Career”
Sandra Rivera (ICAP 1998, US International Trade Commission)
Mira Morton Luna (University of Denver)
- 10:00-10:30 a.m. *BREAK*
- 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. *LUNCH*
- 1:30-3:00 p.m. **Session 8:** “The Challenges of Achieving DEIA in the Public and Private Sectors”
Neneh Diallo (USAID)
- 3:00-3:30 p.m. *BREAK*
- 3:30-4:30 p.m. **Session 9:** Breakout Groups on the Special Issues Faced by Men and Women in International Careers
Arthur Jones (University of Denver) and Christine Chao (Independent Psychologist)
- 4:30-5:00 noon **Session 10:** Reporting Back to the Plenary for General Discussion on Special Issues in International Careers
Arthur Jones (University of Denver) and Christine Chao (Independent Psychologist)
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 11:** “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 Davis Commons in the Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Breakout groups will meet in and around the Koch Center. The dinner will be in the Albright Pavilion in the Isaacson Center.

AGENDA

Tuesday, October 4, 2022

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 12:** Career Workshop II: “Developing Your Network”
Sandra Rivera (ICAP 1998, US International Trade Commission)
Mira Morton Luna (University of Denver)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 13:** “The Pursuit of Equitable Policing: The US Experience”
Ajenai Clemmons (University of Denver)
- 12:00-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 14:** “Taking Charge of Your Path”
Rita Stephan (ICAP 2019, USAID)
- 3:00-3:30 p.m. *BREAK*
- 3:30-5:00 p.m. **Session 15:** “Promoting Diversity and Inclusion in USDA’s Foreign Agricultural Service”
Adriano Vasquez (USDA/FAS)
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 16:** “A Career Promoting Diversity: Lessons Learned”
Maria Price Detherage (USAID)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. All sessions during the day will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and evening program will be in the Albright Pavilion in the Isaacson Center

AGENDA

Wednesday, October 5, 2022

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 17:** Career Workshop III: “Building Your Authentic Brand”
Ashley Stewart (Independent Executive Coach)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 18:** “Reflections on Leadership and Service”
Ambassador Teddy Taylor (Independent Consultant)
- 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. *LUNCH*
- AFTERNOON OPEN FOR HIKING OR OTHER RECREATION*
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 19:** "Leading for Equity in Global/Intercultural Spaces"
Christina Cruz-Hubbard (Peace Corps)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Breakout groups will meet in and around the Koch Center. The dinner and evening program will be in the Albright Pavilion in the Isaacson Center.

AGENDA

Thursday, October 6, 2022

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 20:** Career Workshop IV: “Using LinkedIn”
Gihan Fernando (American University)
- 10:00-10:15 a.m. *BREAK*
- 10:15-12:15 noon **Session 21:** “Integrating Race and Ethnicity in Foreign Assistance Programming”
Brioni James (ICAP 1999, USAID)
Michael Orona (ICAP 2001, State Department)
- 12:15-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 22:** "Policy Challenges for the Biden Administration in Asia"
Ambassador William Itoh (University of North Carolina-Chapel Hill)
- 3:00-3:30 p.m. *BREAK*
- 3:30-5:00 p.m. **Session 23:** Breakout Groups: “Presenting Your Qualifications”
For Instructions for this exercise, see page 12 of this booklet
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 24:** “Executive Journey”
Carmen Smith (Disney)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and program will be in the Albright Pavilion in the Walter Isaacson Center.

AGENDA

Friday, October 7, 2022

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 25:** “The Nexus between Racial Justice, Investing, Financial Literacy and Geopolitics”
Earl Carr (ICAP 2005, CIPA Global Advisors)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 26:** “The Private Sector: Challenges and Opportunities”
William Adjei (CBRE)
- 12:00-1:30 p.m. *LUNCH*
- 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. *BREAK*
- 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)
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 29:** “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 Davis Commons in the Walter Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Working Groups can meet wherever is convenient. The dinner and program will be in the Albright Pavilion in the Isaacson Center.

AGENDA

Saturday, October 8, 2022

- | | |
|-------------------|--|
| 7:00-8:30 a.m. | <i>BREAKFAST</i> |
| 8:30-10:00 a.m. | Session 30: “A Call to Action by ICAP Fellows”
Ernest Wilson III (University of Southern California) |
| 10:00 -10:30 a.m. | <i>BREAK</i> |
| 10:30-12:00 noon | Session 31: “The ICAP Fellows Association and Its Activities”
Nima Patel Edwards (ICAP 2003, KPMG) |
| 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 32: 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 33: Concluding Program |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. You should check out in the morning but breakfast and lunch are provided as part of the program.

AGENDA

Sunday, October 9, 2022

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	<i>OPEN</i>
10:00 a.m.	Check Out of the Aspen Institute/Aspen Meadows
10:00-12:00 noon	<i>OPEN</i>
12:00-1:30 p.m.	<i>LUNCH</i>
	<i>DEPARTURES</i>

INSTRUCTIONS FOR SESSION 23

Session 23: “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 4-5 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 Alaa El-Bashir Carlhey Boltz Diana Johnson Herminia Gomez Krystle Norman Monica Madrid Patrice Lopez Sherwin Hall Tamara Wilson	Senior Mentor: Amb. Harriet Elam-Thomas Asha Rangappa Carlos Lamadrid Gabriela Zelaya Kada Hanane Luis Gonzalez Nicholas Grant Peggy Williams Shibani Malhotra Vernice Guthrie
Senior Mentor: Elena Mola Berhan Hagos Chizoba Ezenwa Gaina Davila Khanh Nguyen Marsha Michel Nicole Sbitani Sarah Scott Sid Ravishankar Zongyuan Zoe Liu	Senior Mentor: Amb. Teddy Taylor Brandon Thompson Courtney “Zegasus” Derrell Wynn Gregory Wang Khulood Kandil Moises Mendoza Oryza Astari Shalonda Spencer Simba Chigwida Felicia Wilson Young

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

Each working group should 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 2022 in planning the Spring 2023 Conference on Diversity in International Affairs and the ICAP FA Reunion Meeting following that Conference. In addition, each Working Group is expected to develop a brief *ICAP 2022 Action Plan* to be presented to a meeting of the whole on Saturday afternoon, October 8th. You may change groups if you wish.

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 2023 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 2022 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 2022? *Who* in this working group will take the lead on those measures? *Who* will provide periodic progress reports to ICAP in Denver? Please ensure everyone signs up for specific tasks (and those names are given to the ICAP Assistants for follow-up).

Working Group A Members (Others May Join):

Alaa El-Bashir
Carlhey Boltz
Berhan Hagos
Chizoba Ezenwa
Gaina Davila
Diana Johnson
Asha Rangappa
Carlos Lamadrid
Gabriela Zelaya
Brandon Thompson
Courtney “Zegasus” Derrell Wynn
Gregory Wang

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 2022 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 2022 alumni help to ensure the continued availability of adequate funding and develop fund raising 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 2022? *Who* in this working group will take the lead on those measures? *Who* will provide periodic progress reports to ICAP in Denver? Please be certain everyone signs up for specific tasks (and those names are given to the ICAP Assistants for follow-up).

Working Group B Members (Others May Join):

Herminia Gomez
Krystle Norman
Monica Madrid
Kada Hanane
Luis Gonzalez
Nicholas Grant
Khanh Nguyen
Marsha Michel
Nicole Sbitani
Khulood Kandil
Moises Mendoza
Oryza Astari

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

Basic Question: After the week in Aspen, beyond reporting back to sponsoring agencies and advocating for continued support, what further activities by the ICAP 2022 alumni will help in the funding of ICAP and ensure a robust pool of applicants?

Issues Could Include: How can ICAP 2022 alumni help to ensure the continued availability of adequate funding and develop fund raising ideas? How can ICAP 2022 Fellows help to ensure government agencies and nonprofits will continue to support ICAP? How can ICAP 2022 Fellows expand the government agencies, nonprofits and private sector firms willing to sponsor participants? How can ICAP 2022 Fellows help ensure there will be funding in 2023 for Fellows from organizations unwilling or unable to sponsor participants?

Action Plan: What three *specific* things will be undertaken by ICAP 2022? *Who* in this working group will take the lead on those measures? *Who* will provide periodic progress reports to ICAP in Denver? Please be certain everyone signs up for specific tasks (and those names are given to the ICAP Assistants for follow-up).

Working Group C Members (Others May Join):

Patrice Lopez
Sherwin Hall
Tamara Wilson
Peggy Williams
Shibani Malhotra
Vernice Guthrie
Sarah Scott
Sid Ravishankar
Zongyuan Zoe Liu
Shalonda Spencer
Simba Chigwida
Felicia Wilson Young

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 2</i>	5:00 p.m.: Alaa El-Bashir 6:00 p.m.: Diana Johnson
<i>Monday, October 3</i>	5:00 p.m.: Carlhey Boltz 6:00 p.m.: Herminia Gomez
<i>Tuesday, October 4</i>	5:00 p.m.: Krystle Norman 6:00 p.m.: Monica Madrid
<i>Wednesday, October 5</i>	5:00 p.m. Patrice Lopez 6:00 p.m.: Brandon Thompson
<i>Thursday, October 6</i>	5:00 p.m.: Sherwin Hall 6:00 p.m.: Tamara Wilson

MIRA MORTON LUNA – Room TBA

<i>Sunday, October 2</i>	5:00 p.m.: Asha Rangappa 6:00 p.m.: Carlos Lamadrid
<i>Monday, October 3</i>	5:00 p.m.: Gabriela Zelaya 6:00 p.m.: Hanane Kada
<i>Tuesday, October 4</i>	5:00 p.m.: Luis Gonzalez 6:00 p.m.: Nicholas Grant
<i>Wednesday, October 5</i>	6:00 p.m. Peggy Williams
<i>Thursday, October 6</i>	5:00 p.m.: Shibani Malhotra 6:00 p.m.: Vernice Guthrie

SANDRA RIVERA– Room TBA

Sunday, October 2 5:00 p.m.: Berhan Hagos
 6:00 p.m.: Chizoba Ezenwa

Monday, October 3 5:00 p.m.: Gaina Davila
 6:00 p.m.: Khanh Nguyen

Tuesday, October 4 5:00 p.m.: Marsha Michel
 6:00 p.m.: Nicole Sbitani

Wednesday, October 5 6:00 p.m.: Courtney “Zegasus” Derrell Wynn

Thursday, October 6 5:00 p.m.: Sid Ravishankar
 6:00 p.m.: Zongyuan Zoe Liu

ASHLEY STEWART– Room TBA

Monday, October 3 5:00 p.m.: Khulood Kandil
 6:00 p.m.: Moises Mendoza

Tuesday, October 4 5:00 p.m.: Oryza Astari
 6:00 p.m.: Shalonda Spencer

Wednesday, October 5 5:00 p.m.: Gregory Wang
 6:00 p.m.: Sarah Scott

Thursday, October 6 5:00 p.m.: Simba Chigwida
 6:00 p.m.: Felicia Wilson Young

MID-CAREER PARTICIPANTS: ICAP 2022 FELLOWS



ORYZA ASTARI

Oryza Astari, a 2022 Labor Department/ International Labor Affairs Bureau/ICAP Fellow, works at the nexus of government, human rights, and international affairs with expertise in Southeast Asia. Currently, she works as an International Relations Specialist at the U.S. Department of Labor’s Bureau of International Labor Affairs (ILAB), Office of Child Labor, Forced Labor, and Human Trafficking. In this role, she is responsible for the research and reporting on seven countries in Southeast Asia for the Department’s international child labor and forced labor reports, as well as policy engagement with foreign governments, the private sector, worker organizations, and other key stakeholders to address these labor abuses. She is also engaged in interagency efforts to eliminate child labor, forced labor, and human trafficking around the world and promote due diligence in supply chains. In addition, she also serves as the Staff Co-Chair for ILAB’s Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee, where she co-leads efforts to mainstream DEIA values throughout ILAB’s work as well as in recruitment & outreach, training, and events.

Prior to federal government, Oryza served as a Teach for America Corps Member in Jacksonville, Florida, where she taught eighth grade science at a middle school in a historically underserved community.

Oryza is a first-generation Indonesian American who was born and raised in Jakarta, Indonesia, and spent her formative years in Greenville, South Carolina. She received her Bachelor of Arts in Political Science and Philosophy from Furman University and her Master of Arts in International Affairs from the George Washington University, Elliott School of International Affairs, where she was awarded the America 2050 Fellowship and Harold W. Rosenthal Fellowship in International Relations. In her free time, Oryza enjoys biking, exploring DC’s museums, traveling, and spending time with her Cocker Spaniel, Phoebe.



CARLHEY BOLZ

Carlhey Bolz, a 2022 donor sponsored ICAP Fellow, is the Deputy Director of Global Business Programs for the Human Rights Campaign Foundation. In this role, Carlhey leads HRC’s Equidad MX, CL, AR, and Equidade BR—four in-country programs designed to promote LGBTQ-inclusive workplaces in Mexico, Chile, Argentina, and Brazil respectively. She manages other workplace-related projects, like the facilitation of the Corporate Equality Index (CEI) supporting dialogue with businesses, corporations, and governments to build coalitions in support of LGBTQ+ equality globally.

Before joining HRC Foundation, Carlhey worked at IREX implementing the Young Leaders of the Americas Initiative (YLAI) Fellowship Program, the flagship entrepreneurship program for the Department of State, where she developed curriculum and collaborated with partner organizations to design interactive learning experiences for leaders and entrepreneurs from across the Western Hemisphere. She also managed the overall program events and communication strategies.

Previously, Carlhey worked at a global network that identifies, educates, and connects women-owned businesses to multinational buyers to diversify their supply chains. She has also co-managed a service-learning program in Kauai, collaborating with community-based organizations to restore ecological diversity and provide sustainably grown food to local communities. Additionally, Carlhey spent over two years in Peru as a Peace Corps Volunteer working with rural youth to promote leadership, gender equality, and higher education.

Carlhey holds a Master of International Development Policy—with specializations in Latin American and Caribbean Studies and Peace and Conflict Resolution—from the Sanford School of Public Policy at Duke University and a Bachelor of Arts in political science and psychology from the University of Arizona. Carlhey is originally from Tucson, Arizona, and is an avid appreciator of live music, diverse cultures, and travel.



SIMBA CHIGWIDA

Simba Chigwida a 2022 Millennium Challenge Corporation/ICAP Fellow, serves as a Budget Analyst at the Millennium Challenge Corporation. In his role as the associate director for Integrated Planning, Budgeting, and Execution (IPBE), he serves as the technical authority on budget exercises, provides technical advisement and support to assigned client office and team members, validates departmental budget submissions and unfunded requests, and raises issues to senior management for further advisement, guidance, or appraisal.

Simba joined MCC after twenty years in the United States Marine Corps, where he served as a Financial Management Specialist, Planning, Programming, Budgeting and Execution (PPBE) Officer, and Ground Supply Officer. He assisted in developing the Marine Corps' \$125 billion five-year budget as Lead Program Analyst at Headquarters Marine Corps, Programs and Resources. After assignments as the Division Supply Officer at the 1st Marine Division, and the Group Supply Officer at I Marine Expeditionary Force Headquarters Group, Simba was selected as a 2017 Congressional Fellow and was assigned to the United States Senate. His portfolio included the National Defense Authorization Act and matters relating to national security, veterans, and constituent issues. In his last assignment, Simba served as the Congressional Liaison and Project Officer at Marine Corps Installations Command. He led the strategic communications branch and played a key role in securing \$3.4 billion in disaster relief funding for Marine Corps bases damaged by Hurricane Florence.

Simba is a graduate of the United States Naval Academy and holds a Bachelor of Science degree in Economics and a Master of Business Administration in Financial Management from the Naval Postgraduate School. He was born and raised in Harare, Zimbabwe.



GAINA DAVILA

Gaïna Dávila, a 2022 State Department/ICAP Fellow, joined the State Department in 2014, and has since served in Washington D.C., Bangladesh, and the Eastern Caribbean. She most recently served as the Public Affairs Officer (Lead Press & Cultural Advisor to the Ambassador and Mission) at Embassy Conakry in Guinea and will serve as the Policy Coordinator for Africa in the Bureau of Oceans and International Environmental and Scientific Affairs beginning Fall 2022. Prior to joining the State Department, she served as the Communications Director for Haiti in Transition (H.i.T), a non-profit organization that aimed to develop sustainable means of empowering Haiti's youth and future leaders. Gaïna is also the co-founder of a specialty coffee company.

Gaïna holds a Bachelor of Arts degree in Foreign Policy and a Master of Arts degree in International Communications. She speaks French, Haitian-Creole, and Spanish. Gaïna is currently based in Washington D.C. with her husband and son.



ALAA EL-BASHIR

Alaa El-Bashir, a 2022 USAID/ICAP Fellow, is a public health professional with more than ten years of experience in managing complex health programs in challenging environments including humanitarian and post-conflict settings. Alaa currently serves as the Deputy Director of the Regional Health Office based in Accra where she oversees a 12-person team and helps manage a \$30M office with activities across Francophone West Africa. Prior to this assignment, Alaa worked with USAID in Nigeria as well as with UNAIDS, Concern Worldwide and Oxfam in Sudan and South Sudan before joining the Agency.

She is passionate about global health, particularly reproductive health, and humanitarian issues. Alaa is bilingual in Arabic and English, is proficient in French and conversational in Spanish. She hails from Minnesota and in her spare time, Alaa enjoys learning about African art and literature. She is learning to garden and likes watching foreign films, baking, and studying new languages. She loves traveling and has been to over 50 countries.



CHIZOBA EZENWA

Chizoba Ezenwa, a 2022 Agriculture Department’s Foreign Agricultural Service/ICAP Fellow, is a Staff Assistant within the FAS Office of the Administrator, supporting senior leadership in addressing international agricultural issues, both domestically and abroad. She joined FAS in September 2020 as a Management Analyst in Global Programs’ Office of the Deputy Administrator and later served on a six-month detail in the Trade & Foreign Agricultural Affairs (TFAA) mission area. Chizoba is also a Diversity, Equity, and Inclusion Coordinator in the FAS Junior Professional Advancement Community (JPAC), finding ways to encourage courageous conversations and build an inclusive workplace for junior professionals. Prior to USDA, Chizoba served as a Peace Corps volunteer in Benin from 2017 to 2019. Her work as a food security extension agent primarily involved establishing microfinance groups for women, organizing food conservation projects, and creating programs for youth professional development. She graduated from the University of Florida (Go Gators!) with a bachelor’s degree in International Studies, concentration in Africa. Chizoba speaks French, Spanish, and Igbo, and, in her spare time, enjoys trying out new cuisines in the DC area.



HERMINIA (MINA) GOMEZ

Herminia (Mina) Gomez, a 2022 Peace Corps/ICAP Fellow, is a Program Specialist in the Office of University Programs at Peace Corps. Mina manages 50+ partnerships between Peace Corps and institutions of higher education in the Mid-Atlantic region of the United States. She is the subject matter expert and thought leader within the team for the Coverdell Fellows program.

Mina is a Returned Peace Corps Volunteer from Moldova (2014-2016), where she served as a Community Economic Development volunteer. Mina's Peace Corps service focused on training NGO employees and local youth in small grant writing. She provided pre-departure training to multiple cohorts of the U.S. Department of State's Future Leaders Exchange Program. Prior to Peace Corps, she was an Admissions Counselor and Recruiter for the City University of New York (CUNY) for seven years. There she served as a bilingual liaison between CUNY and over 50+ schools and nonprofits.

Mina's passion is to provide access to higher education, with a focus on international education and intercultural experiences, to historically excluded communities. More recently she has been working on a youth leadership program with Esperanza Preparatory Academy which provides on the ground resources to youth from East Harlem, New York City.

Mina has a Master in *Higher Education Administration* from Steinhardt School of Education (NYU), and a Bachelor degree in *Gender as a Form of Expression* from Gallatin the School of Individualized Studies (NYU), and a second Bachelor in *Sociology* from Hunter College (CUNY).



LUIS GONZÁLEZ

Luis González, a 2022 Robertson Foundation for Government sponsored ICAP Fellow, is a political-coned Foreign Service Officer serving as a Political Officer in the Department of State's Office of the Coordinator for Cuban Affairs. In October 2022, he will begin a 13-month assignment in the State Department's Operations Center as a Watch Officer. Luis previously served as an Economic Officer and Consular Officer at the U.S. Embassy in Mexico City and Consular Officer at the U.S. Consulate General in São Paulo.

Prior to joining the Foreign Service in 2016, Luis worked in the civil service at the Department of State in the Bureau of Budget and Planning (BP). In BP, Luis coordinated guidance for Bureau and Mission-level strategies and facilitated strategic planning workshops for U.S. Missions in Rangoon, Manama, Dhaka, Brasilia, and Lima. He entered federal service in 2010 as a Presidential Management Fellow at the Department of Housing and Urban Development and completed the program at the Department of State.

He earned his Master in Public Policy degree from Harvard University and Bachelor of Arts degree in Government, Latin American Studies, and Spanish and Portuguese from The University of Texas at Austin. Luis grew up in Houston, Texas and traces his family roots to the Rio Grande Valley and Mexico. He speaks Spanish and Portuguese.



NICHOLAS GRANT

Lieutenant Nicholas Grant, a 2022 U.S. Navy/ICAP Fellow, is a board-certified clinical psychologist who currently serves as the Group Psychologist for Commander, Naval Surface Group Middle Pacific where he oversees the Embedded Mental Health program for all surface ships homeported in Joint Base Pearl Harbor-Hickam, Hawaii. In this role he is in charge of the psychological care and assessment for approximately 3,000 sailors, engages in command consultation and delivers training in resiliency, leadership and communication. Additionally, he serves as faculty in the Tripler Army Medical Center Clinical Psychology Postdoctoral Residency Program, supervising an interservice clinical rotation serving surface warfighters. Prior to his current assignment, Grant was stationed at Naval Medical Center San Diego where he served as the Division Officer for the Marine Corps Recruit Depot's Mental Health Unit and co-chair of the Naval Medical Forces Pacific Transgender Care Team.

Grant completed his Ph.D. in Clinical Psychology at Palo Alto University in 2015 where he trained at the Center for LGBTQ Evidence-based Applied Research (CLEAR). He completed his pre-doctoral internship at Tulane University's School of Medicine with a focus in behavioral medicine and went on to complete a combined clinical-research postdoctoral fellowship in the Clinical Psychology Postdoctoral Residency at the VA San Diego Healthcare System/University of California, San Diego Program with a specific focus in LGBTQ mental health. Grant then served as an American Psychological Association (APA) Congressional Fellow in the Office of U.S. Senator Kirsten Gillibrand (D-NY) supporting the Senator's military, healthcare and LGBTQ legislative portfolios.

In 2021 Grant became the most junior naval officer to be elected to Fellow status of the American Psychological Association (APA). He currently serves as President of GLMA: Health Professionals Advancing LGBTQ Equality, a national non-profit organization focused on LGBTQ+ health. He is the recipient of Presidential Citations from both the APA and Society for Military Psychology.



VERNICE GUTHRIE

Vernice Guthrie, a 2022 Peace Corps/ICAP Fellow, is a graduate of Howard and Georgetown Universities and a native of Washington, DC. She has spent her career committed to international development and has extensive multilateral and private sector development experience. Ms. Guthrie has served in leadership capacities in large US-based professional organizations, NGOs and Foundations. She has also worked with a wide range of multilateral development agencies including UNDP, UNODC, and UNICEF.

Ms. Guthrie is a dynamic program manager with over 30 years of global experience leading peacebuilding, justice sector reform, civil society, and governance programs across Africa, Asia, and the Middle East. Her experience includes superior program development, coordination, monitoring & evaluation, budgeting, and strategic planning. Ms. Guthrie has a strong background in inspiring teams to actively engage in program implementation while adhering to regulations. Ms. Guthrie has successfully designed and implemented sustainable and transformative programs in challenging and post-conflict environments. She has effectively forged strategic alliances and partnerships with donors, external agencies, and decision makers. Vernice has been described as a unifier and collaborative leader— connecting diverse groups with large-scale organizational vision.

Ms. Guthrie currently serves as the Country Director for Peace Corps, Liberia. During her term at Peace Corps, she has successfully led her team’s significant contribution to the COVID-19 vaccination campaigns. Peace Corps Liberia was identified as one of 54 posts to serve as a model for COVID-19 engagement. Ms. Guthrie and her team effectively contributed to one of the highest vaccination rates in Africa—developing what has been coined the Peace Corps approach with governmental and non-governmental partners in Liberia.



BERHAN HAGOS

Berhan Hagos, a 2022 USAID/ICAP Fellow, is a career Foreign Service Officer. Ms. Hagos is currently serving as the Operations Division Chief of the USAID/Mozambique Integrated Health Office (IHO). In this role, she oversees an annual IHO budget of \$275 million implemented through 56 mechanisms and she serves as the IHO liaison with the Mission's Program and Financial Management Offices. Ms. Hagos is also responsible for operations leadership and guidance for the 70 member IHO team on all routine planning, reporting, strategic information and communication actions.

Before assuming her current duties, she served as a Health Officer in the USAID Mission to the Philippines, Pacific Islands and Papua New Guinea. In that role, she was an acting Health Systems Team Lead for USAID/Philippines, working primarily with the Ministry of Health in the implementation of the Universal Health Care Act. Ms. Hagos also managed the USAID/Papua New Guinea health program which provided HIV care and treatment services, working closely with UNAIDS and Global Fund colleagues.

Prior to joining USAID, Ms. Hagos worked in clinical and behavioral research focused on communicable diseases and served in Botswana as a Princeton in Africa Fellow.

Ms. Hagos holds a B.A. in International Comparative Studies from Duke University and a Masters in Public Health from Columbia University.



SHERWIN HALL

Sherwin Hall, a 2022 Agriculture Department's Animal and Plant Health Inspection Service/ICAP Fellow, is currently a Supervisory Management and Program Analyst at the U.S. Department of Agriculture (USDA) in Riverdale, Maryland. In this role, Sherwin serves as an advisor for managing issues related to fleet management, inventory control, contract management, and IT liaison and management support. With over 13 years of federal government experience, Sherwin has a bachelor's degree from Morgan State University, a Master's of Public Administration from Southeastern University, and an MBA in Project Management from the University of Maryland University College.

As a veteran of the US Army, Sherwin Hall has extensive leadership, project management, and logistics management experience. Sherwin also specializes in operation management, contracting, and procurement. His knowledge of administrative and management policies within his organization has resulted in a successful career in IT administration and as a Contracting Officer's Representative (COR) responsible for overseeing all space management assignments for contractors. To date, Sherwin acquired and maintains several certifications including FAC-COR Level II Certification. Sherwin strives to continue to climb the federal leadership echelon by gaining knowledge in key sectors such as organizational leadership, strategic planning, and international relations.

With a focus on wellness, Sherwin's hobbies include Crossfit, rowing, and trail running. A father of two young sons, Sherwin spends his spare time with his family in Southern Maryland enjoying the waterfront lifestyle.



HANANE KADA

Hanane Kada, a 2022 donor sponsored ICAP Fellow, is Senior Project Manager and Outreach Advisor at the Near East Affairs/Assistance Coordination office at the State Department. In her position, she manages all NEA/AC public outreach efforts including social media, Maktabat library project, public affairs, and MEPI alumni programming, and manages several youth projects. Hanane joined the State Department from the Broadcasting Board of Governors' Alhurra TV where she worked as a Promotions Producer for over a decade.

Hanane has a minor in media studies from Morocco, a Bachelor's degree in visual technologies from George Mason University (Magna cum laude), and a Master's degree in government and international relations from Virginia Tech (cum laude). Besides English, Hanane is fluent in Arabic and French.



DIANA JOHNSON

Diana Johnson, a 2022 Rockefeller/ICAP Fellow, is a Program Officer with The Rockefeller Foundation’s global food initiative. She oversees the Food is Medicine portfolio for the US food team.

She has more than a decade of experience working in food and health equity, with a focus on urban food systems, chronic disease prevention, participatory governance, and emergency food planning and response.

The daughter of Salvadoran refugees, Diana was raised in a first-generation immigrant home. Her lived experience fuels her commitment to honor community voices and support equitable grantmaking.

Before joining the Rockefeller Foundation, Diana was a municipal food policy specialist providing leadership on sustainable food systems and strategy at the City of Toronto. Diana represented the City of Toronto as a subject matter expert at various global forums including the UN Committee on World Food Security in Rome. She collaborated with global cities on food policy as an active member of the Milan Urban Food Policy Pact Steering Committee and the C40 Food Systems Network.

Diana also worked at the City University of New York’s Urban Food Policy Institute. As Director of Community Projects, she supported policy analysis and research for the advancement of equitable food policies in New York City.

She began her career at Bronx Health REACH, an organization dedicated to the elimination of racial and ethnic disparities in health outcomes.

Diana holds a BHSc Health Science from Western University in Canada and a MA in Health Education from Teachers College, Columbia University.



KHULOOD KANDIL

Khulood Kandil, a 2022 State Department/ICAP Fellow, is a career United States Foreign Service Officer. She has served overseas in Jerusalem as a Consular and Economic officer and the Deputy Chief of the Political and Economic section in Jeddah, Saudi Arabia. In Washington, she has served in the Bureau of Near Eastern Affairs supporting the United States Special Envoy to Syria during that country's civil war, in the Bureau of International Organization's office of United Nations Political Affairs, where she was responsible for coordinating U.S. policy on Iraq, Syria, and Lebanon in the United Nations Security Council, and the Bureau of South and Central Asian Affairs, where she covered the United States' economic and political relationship with India. Currently, she is a NATO desk officer working on the accession of Finland and Sweden to NATO, NATO's partnerships in Ukraine, the Balkans, and Caucasus, and NATO enlargement writ large. Prior to joining the Foreign Service, she was a contractor for USCENTCOM in Tampa, Florida, and a Chief of Mission contractor at the U.S. Embassy in Baghdad. She is a graduate of the University of Maryland and George Mason University. She completed studies at the University of Seville in Spain, the American University in Cairo, Egypt, and the University of Damascus in Syria. She speaks Arabic, Spanish, and Turkish.



CARLOS LAMADRID

Carlos Lamadrid, a 2022 USAID/ICAP Fellow, is a Foreign Service Officer with the U.S. Agency for International Development. Since 2021, he has served in Washington, D.C. where he oversees strategic planning for U.S. foreign assistance to the Middle East and North Africa Region. Prior to his time in Washington, D.C. he served overseas for over 11 years at five posts – Peru, Afghanistan, Ethiopia, Pakistan, and Cambodia – where he supervised diverse teams in leading strategic planning, project design, budget, performance monitoring, evaluation, gender, and communications for U.S. foreign assistance. Before joining USAID, he worked as a Technical Advisor for five years with two USAID implementing partners (JSI and Abt Associates), providing economic analysis and GIS technical assistance on various large health, agriculture, and economic growth projects in Latin America and Africa. He began his development career in 1994 working with a small NGO conducting community-based development activities in Ecuador, Mexico, Costa Rica, and Bolivia. Mr. Lamadrid received his MA in Economics from the University of California at Santa Barbara and his BS in Biology and Spanish from the University of New Mexico. A native New Mexican, he grew up in the northern part of the state and has been deeply immersed in the Indo-Hispanic cultural traditions of his home.



ZONGYUAN ZOE LIU

Zongyuan Zoe Liu, PhD, a 2022 Council on Foreign Relations/ICAP Fellow, is a fellow for international political economy at the Council on Foreign Relations (CFR). Her work focuses on international political economy, global financial markets, sovereign wealth funds, supply chains of critical minerals, development finance, emerging markets, energy and climate change policy, and East Asia-Middle East relations. Dr. Liu’s regional expertise is in East Asia, specifically China and Japan, and the Middle East, specifically Gulf Cooperation Council countries. Dr. Liu is the author of *Can BRICS De-dollarize the Global Financial System?* (Cambridge University Press) and *Sovereign Funds: How the Communist Party of China Finances its Global Ambitions* (Harvard University Press, forthcoming June 2023).

Prior to joining CFR, Dr. Liu was an instructional assistant professor at Texas A&M’s Bush School of Government and Public Service in Washington, DC, where she taught courses on global economy, economic statecraft, and Chinese foreign policy. She joined the Bush School after post-doctoral fellowships at the Columbia-Harvard “China and the World Program” and the Center for International Environment and Resource Policy at the Fletcher School at Tufts University.

Dr. Liu was a research fellow at the Edwin O. Reischauer Center for East Asian Studies and a research associate at the NYU Stern Center for Sustainable Business. She was also a visiting research fellow at the Institute for International Monetary Affairs in Tokyo, Bank of Mitsubishi-UFJ, and the Delma Institute in Abu Dhabi. She taught courses on Asian energy security and political risk analysis at the School of Advanced International Studies at Johns Hopkins University.

Dr. Liu received her PhD in international relations from Johns Hopkins University and her MA in international relations from the George Washington University Elliott School of International Studies. She received her BA in history from Shandong Normal University in Jinan, China. Dr. Liu is also a CFA charter holder.



PATRICE LOPEZ

Patrice Lopez, a 2022 USAID/ICAP Fellow, is the Supervisory Contracting Officer of the USAID/Mozambique Office of Acquisition and Assistance (OAA). She provides leadership, guidance, and support to a 10-member team in soliciting, negotiating, and awarding contracts and grants for \$340 million in annual developmental programming to support the Mission's portfolio of activities under the various Development Objective teams.

She supervises, coaches, and provides direction to the OAA Team. She is responsible for agreements for the Integrated Health Office, the Mission's largest and most complex portfolio, with over 23 awards with a value of over \$670 million. She oversees over 49 Agreement/Contracting Officer Representatives focused on HIV/AIDS, Maternal and Child Health, family planning, and COVID-19.

A member of the Mission senior leadership team, Patrice co-chairs several critical Mission working groups/committees.

Patrice joined USAID in 2012 and has served in served in Nigeria, Tanzania, and Pakistan prior to her current assignment in Mozambique. Before joining USAID, she was with the Millennium Challenge Corporation.

Patrice is passionate about international development, especially working with local organizations and host governments.

Patrice enjoys music, watching movies, and cooking in her spare time.



MONICA MADRID

Monica Madrid, a 2022 State Department/ICAP Fellow, is currently in Department of State's European and Eurasian Affairs managing a team that oversees approximately 1600 positions in our domestic and overseas U.S. Missions abroad. Prior to working the EUR Bureau, she was the Operations Management Officer for the Department of State Operations Center, a 24/7 crisis and communications hub that staffs the Secretary of State. Monica's cohort was nominated by the Secretary of State and received the Department's highest honor – the Distinguished Honor Award – for their tireless work on recent complex diplomatic crises in the Middle East and Central Asia and response to the global COVID-19 pandemic. She has built over 10 years of international management experience while representing the United States in Finland, Nicaragua, and India. Monica has also supported Presidential, Vice Presidential and Cabinet level visits to Finland, Estonia, Switzerland, India, and Poland. She serves as a champion of the Council for Opportunity in Education, Pueblo Hispanic Education Foundation (PHEF) and Hispanic Association of Colleges and Universities. After a long time dream, she created the Roger P Madrid scholarship fund in 2020 established through PHEF and issued seven scholarships to well-deserving minority students in 2021. Prior to Department of State, Monica served as a Deputy Director in Real Estate with General Services Administration in Washington, DC. Monica received her master's degree in Business Administration from Regis University and a Bachelor's in Accounting from Colorado State University - Pueblo.



SHIBANI MALHOTRA

Shibani Malhotra, a 2022 State Department/ICAP Fellow, is the India Internal Unit Chief at the State Department’s Bureau of South and Central Asian Affairs (SCA). She leads a team that guides and facilitates the United States’ bilateral relationship with India. She was previously a Senior Justice Advisor with the State Department’s Bureau of International Narcotics and Law Enforcement Affairs (INL) and provided technical criminal justice expertise and guidance on how to assess, design, implement, monitor, and evaluate rule of law reform and development programs that are consistent with U.S. foreign policy goals and directives. Having worked at INL since 2012, Ms. Malhotra conducted over 26 overseas assessments and/or reviews of programs and procedures that helped inform the development and implementation of initiatives designed to improve the training and mentoring of actors across the criminal justice system. She was also the primary author of INL’s Guide to Justice Sector Assistance and contributor to the INL Guide to Gender in the Criminal Justice System. Prior to joining the State Department, Ms. Malhotra spent eight years working for the United Nations in various capacities in New York (where she worked on rule of law programs in several conflict and post-conflict countries including Afghanistan, Iraq, Liberia, Sierra Leone, and Sri Lanka), Iraq (where she developed and implemented multi-million-dollar comprehensive rule of law programs), and Vietnam (as a consultant on several legal sector development programs). She has a Juris Doctorate as well as a master’s degree in International Affairs and started her career at a private law firm where she worked on a variety of international civil litigation issues.



MOISES MENDOZA

Moises Mendoza, a 2022 State Department/ICAP Fellow, is a Foreign Service Officer with the Department of State, currently working as a Watch Officer in the Department's Operations Center in Washington D.C. Moises previously served as a consular officer in Matamoros, Mexico, a political officer in Port-au-Prince, Haiti, and as a desk officer responsible for the United States' bilateral relationships with Belize and Panama. Moises was the 2019 winner of the W Averill Harriman Award for Constructive Dissent by an Entry Level Officer and the 2020 Secretary of State Award for Outstanding Volunteerism Abroad. Before joining the Foreign Service, he was a journalist whose work appeared in publications ranging from Hemispheres Magazine to the Houston Chronicle and the Los Angeles Times. Moises speaks French, German and Spanish and holds a Bachelor's degree from Georgetown University and Master's degrees from Columbia University and the Hertie School of Governance.



MARSHA MICHEL

Marsha Michel, a 2022 Women of Color Advancing International Peace and Security/ICAP Fellow, is a global humanitarian aid leader and philanthropic advisor with 13+ years' experience building and implementing over \$100 million programs designed to reduce food insecurity for the world's most vulnerable populations in Africa, Asia, Latin America and the Middle East. She is an insightful strategic direction for organization-wide missions using tech and data, ensuring communities' voices are heard. Ms. Michel develops programs and strategies that effectively respond to humanitarian crises, including COVID-19. She fosters and advocates for equity and inclusion. She guides and mentors to a high-performing and committed team. She builds strong relationships with stakeholders. She actively listens, acts with integrity and compassion, and remains calm under pressure in complex environments.

She was selected as a Presidential Leadership Scholar which is this high-profile partnership among the Presidential Centers of George H.W. Bush, George W. Bush, William J. Clinton, and Lyndon B. Johnson for leaders with a commitment to helping solve society's greatest challenges. This leadership program connects with thought leaders in the study of leadership and benefits from insights of former Presidents and staff. In addition, it focuses on the importance of building and maintaining intentional relationships, strategic partnerships, and the art of persuasion.

She holds a B.A. from Wheeling Jesuit University in West-Virginia and M.A. from American University in Washington, D.C. She speaks fluent French, Spanish, some Portuguese, and Italian. She enjoys cooking, baking, reading and traveling.



KHANH NGUYEN

Khanh Nguyen, a 2022 State Department/ICAP Fellow, a U.S. Department of State, Foreign Service Officer, joined the Department of State’s Cambodia Desk in June 2022. He joined the Foreign Service in 2012 and has served in Bosnia and Herzegovina, Greece, and Vietnam. He has also held assignments in Washington on the Indonesia Desk and in the Bureau of International Organization Affairs’ Office of UN Political Affairs. As the Vice President of the Asian American Foreign Affairs Association (AAFAA) in 2016-2017, Khanh worked to advance diversity, equity, inclusion, and accessibility issues at the Department of State. He received his M.A. in U.S. Foreign Policy from Tufts University’s Fletcher School of Law and Diplomacy and his B.A. in International Studies from American University. Born in Massachusetts, he speaks Vietnamese, Greek, and Serbo-Croatian.



KRYSTLE NORMAN

Krystle Norman, a 2022 State Department/ICAP Fellow, is a Public Diplomacy officer with a passion for leading strategic campaigns, building coalitions for change, and mentoring aspiring and entry-level diplomats. She currently serves as the lead policy analyst/desk officer for Mozambique and Eswatini at the Department of State. In her previous assignments, she served as the Deputy Public Affairs Officer at the U.S. Embassy in Portugal and the U.S. Embassy for Barbados and Eastern Caribbean. She has also worked in the Public Diplomacy Training Division as the Deputy Coordinator for Cultural Affairs Training at the Foreign Service Institute. In her first assignment, she did economic and consular work at the U.S. Embassy in Dominican Republic. Krystle is a Pickering Foreign Affairs Fellow and current Foreign Service Vice President of the Thursday Luncheon Group (TLG). Founded in 1973 to increase the participation of African Americans in the formulation, articulation, and implementation of U.S. foreign policy, TLG is the Department of State’s first Employee Organization. Krystle is a native of Richmond, Virginia and completed her undergraduate degree in Spanish Language and Literature, as well as her graduate degree in Public Policy at the University of Maryland, College Park.



ASHA RANGAPPA

Asha Rangappa, a 2022 donor sponsored ICAP Fellow, is an Assistant Dean and Senior Lecturer at Yale University's Jackson School of Global Affairs and a former Associate Dean at Yale Law School.

Prior to her current position, Asha served as a Special Agent in the New York Division of the FBI, specializing in counterintelligence investigations. Her work involved assessing threats to national security, conducting classified investigations on suspected foreign agents, and performing undercover work. While in the FBI, Asha gained experience in electronic surveillance, interview and interrogation techniques, firearms, and the use of deadly force. She teaches and writes about national security law, information warfare and propaganda, and leadership ethics.

Asha graduated *cum laude* from the Princeton School of Public and International Affairs and was awarded a Fulbright scholarship to study constitutional reform in Bogotá, Colombia. She received her law degree from Yale Law School and served as a law clerk to the Honorable Juan R. Torruella on the U.S. Court of Appeals for the First Circuit in San Juan, Puerto Rico. She is admitted to the State Bar of New York (2003) and Connecticut (2003).

Asha has published op-eds in *The New York Times*, *The Wall Street Journal*, and *The Washington Post* among others, and has been a legal and national security analyst for CNN, as well as appearing on NPR, BBC, and several other major television networks. She is an editor for *Just Security* and a contributor for former U.S. Attorney Preet Bharara's legal newsletter, *CAFE Insider*.



SID RAVISHANKAR

Sid Ravishankar, a 2022 donor sponsored ICAP Fellow, is the National Security Advisor for Rep. Joaquin Castro (D-TX) and the Staff Director for the House Foreign Affairs Committee’s subcommittee on International Development, International Organizations, and Global Corporate Social Impact. He oversees Rep. Castro’s national security legislative and oversight agenda, including on the House Foreign Affairs Committee and the House Permanent Select Committee on Intelligence, and leads the team that supports Rep. Castro’s chairmanship of one of the subcommittees of the House Foreign Affairs Committee. Sid and the team that he leads supports issues of security, war powers, international development, and multilateral organizations, with a focus on the Indo-Pacific and the Western Hemisphere. He previously served as the policy director on the presidential campaign of Secretary Julián Castro.

Sid earned his MA in International Relations at the Johns Hopkins School of Advanced International Studies, with a concentration in Strategic Studies and International Economics and holds a BA in Economics and Political Science from the Washington University in St. Louis.



NICOLE SBITANI

Nicole Sbitani, a 2022 State Department/ICAP Fellow, is a Foreign Service Officer in the Public Diplomacy track at the Department of State who has served in Kenya and South Korea. Prior to joining the Foreign Service, she managed social media for an international affairs podcast, interned at the U.S. Embassy in France, and taught English in Oman. She earned her M.A. in Global Communication with concentrations in Middle East Studies and Information Technology in International Affairs from George Washington University and B.A. in Political Philosophy, Policy, and Law with Highest Distinction (equivalent: *summa cum laude*) from the University of Virginia. She was selected as a Milton Wolf Emerging Scholar Fellow and presented her graduate policy research on measuring public diplomacy at the Diplomatic Academy in Vienna. Nicole is a proud mixed-race Korean American and second-generation immigrant with membership in the Asian American Foreign Affairs Association and Hamkae Center, which organizes Asian Americans in Virginia for social, racial, and economic justice. She serves as the Communications Lead in the all-volunteer TJ Alumni Action Group, an organization of alumni of America's #1-ranked high school who advocate for education equity in northern Virginia. She is also a published author of historical and science fiction and a regular blogger on Foreign Service life and Mormon feminism.



SARAH SCOTT

Sarah Scott, a 2022 U.S. International Trade Commission sponsored ICAP Fellow, is an International Economist at the U.S. International Trade Commission, specializing in forestry and natural resource trade. She provides industry expertise to the Executive Office of the President, Congress, and federal agencies on international trade issues. In her role at the USITC, she has led investigations on the participation of small and medium-sized enterprises in trade and distributional effects of trade and trade policy on U.S. workers.

Sarah previously worked at the Bureau of Economic Analysis as an international economist, where she conducted key economic research and devised methodologies on cross-cutting issues related to direct investment, U.S. multinational enterprises, international finance, and trade.

Prior to joining the government, Sarah worked in academia, teaching, doing research, and program assessment at the University of Texas at Dallas. Sarah earned a Bachelor of Science in economics and finance, a Master of Science in applied economics, and a PhD in public policy and political economy, specializing in government and business, econometric methods and research design, and environmental economics.

Sarah is a recent graduate of the Executive Potential Program Graduate at the Center for Leadership and Management. She has a working knowledge of Italian. She lives in Virginia with her husband and stepdaughter.



SHALONDA SPENCER

Shalonda Spencer, a 2022 donor sponsored ICAP Fellow, served until recently as the Executive Director of Woman of Color Advancing Peace and Security (WCAPS), a member-driven international organization seeking to raise the voice and prominence of women of color in foreign affairs, diplomacy, and international relations. She is a proud HBCU graduate of Jackson State University, where she received a bachelor's degree in Criminal Justice and her master's in Public Policy and Administration. Shalonda is a current student at Syracuse University seeking an Executive Master's in International Relations to help further her education and professional career. Shalonda has over a decade of experience in government affairs, human rights, social, racial justice, and civil liberties. Since transiting to the field of foreign affairs, Shalonda has led conversations on diversity, equity, and inclusion for national and international audiences addressing foreign policy. Her portfolio consists of women's peace and security issues as a Gender Champion in Nuclear Policy. She has stood in line in marches to end racial disparities and elevated young women through mentorship as an activist. Before joining WCAPS, she was Director of Public Policy and Government Affairs at Trying Together in Pittsburgh, PA, advocating for high-quality early learning education for children and families. She also served as a Legislative Assistant for the United States House of Representatives for the 2nd Congressional District of Mississippi and as a Foreign Policy Analyst for the Mennonite Central Committee. Shalonda was an adjunct professor at Millsaps College in Mississippi. She taught Urban Politics within the Government and Politics Department. Shalonda was the Advocacy Coordinator for ACLU of Mississippi, focusing on the affiliate's criminal justice reform and voter rights centers of work. She also had the privilege to work on federal presidential campaigns. Shalonda currently resides in Washington, D.C.



BRANDON THOMPSON

Brandon Thompson, a 2022 State Department/ICAP Fellow, is a Foreign Service Officer with the U.S. Department of State currently serving in a one-year detail assignment to the U.S. International Development Finance Corporation. Brandon previously served as an Econ Officer in the Office of Pakistan Affairs, as the Human Rights Officer in Kabul, Afghanistan, and as a Consular Officer in Ciudad Juarez, Mexico. As a proud LGBTQI+ Foreign Service Officer, Brandon's most rewarding achievements include promoting the United States' commitment to human rights. Brandon has been an active member of glifaa, the State Department's LGBTQI+ employee association, and is currently serving on its board as Secretary and Treasurer. In this capacity, Brandon meets regularly with Department leadership to promote same-sex spouse diplomatic accreditation, equal health benefits for trans and non-binary employees, and greater racial and gender diversity within glifaa's membership. Prior to joining the State Department, Brandon worked for the World Bank in Washington, DC, and the brokerage firm StoneX Group in Sao Paulo, Brazil. Brandon volunteers with Big Brother, Big Sister of the National Capital Area, providing high-risk children with a compass and direction for positive futures. He is a graduate of the University of Virginia and Columbia University. Brandon lives in Arlington, VA with his husband and their son.



GREGORY WANG

Gregory Wang, a 2022 USAID/ICAP Fellow, is an international development professional with USAID's Foreign Service. His current role is as the Contracting Officer of the Office of Acquisition and Assistance in USAID/Burma managing the procurement and administration of a \$520 million portfolio of development programs to rebuild a sustained democracy and support the people of Burma.

He previously served with USAID in Thailand supporting regional Asia programming and bilateral portfolios in Laos, Vietnam, and Timor-Leste (2016-2020). Before that, he served as the Infrastructure Contracting Officer and then Deputy Office Director of Acquisition and Assistance in USAID/Afghanistan (2014-2016), as well as Contracting Officer for the Mission's environment portfolio in USAID/Indonesia (2012-2014). Prior to joining USAID in 2011, he worked in contracts and project management with the Boeing Company.

Greg serves as an Agency Acquisition and Assistance (A&A) Lab coach championing procurement best practices. He also is a member of the Localization and Localworks Communities of Practice sharing experiences and presenting on field approaches to further Agency objectives. He is a 2021 recipient of the Mary A. Reynolds Award for Innovation in Acquisition and Assistance recognizing the demonstration of the highest degree of innovation with the greatest Agency impact in administering development activities.

Greg is from St. Louis, MO and holds a B.A. in Business from Truman State University, a M.A. in International Affairs from Washington University in St. Louis, and a M.B.A. from St. Louis University.



PEGGY WILLIAMS

Peggy E. Williams, Ph.D. (she/her), a 2022 U.S. Navy/ICAP Fellow, is a senior civilian scientist in the Strategic Microelectronics Division within the Naval Surface Warfare Center Crane and additionally serves as her Department's representative to her command's Diversity Leadership Council (DLC). In her role as a DLC representative, Dr. Williams is responsible for assisting command executive leadership with devising and executing initiatives aimed at enhancing diversity hiring and retention, and fostering, embracing, and invigorating a culture of diversity, inclusion, and belonging throughout the command. As a senior civilian scientist, she has directed, contributed to, and advised on a broad spectrum of material analyses in support of multiple branches both internal and external to NSWC Crane. She is established as a subject matter expert in mass spectrometry, molecular level characterization of materials, and materials age assessment and lifetime prediction. Efforts in these areas have provided excellent opportunities to not only develop novel and effective techniques for materials analyses, but also to mentor new employees as well as undergraduate and graduate students in academia.

Prior to beginning her career at NSWC Crane, Peggy received her B.S. in Chemistry from Indiana State University in 2009 and Ph.D. in Chemistry from Purdue University in 2014. Wishing to broaden her worldly experiences following her Doctoral work, Peggy undertook a two year postdoctoral fellowship appointment at the Queensland University of Technology in Australia where she also gave birth to her first child. She returned to the US in 2016 for a final NIH CORE postdoctoral fellowship appointment at the University of Texas at Austin.

Peggy currently resides in southern Indiana with her husband Joseph, two children, Lysander and Lyra, and two rambunctious beagles, Red and Bella. In her free time she enjoys reading, playing piano, and spend time outdoors with the family.



TAMARA WILSON

Tamara Wilson, a 2022 State Department/ICAP Fellow, began her public service career with the U.S Department of State in September 2008 as a Presidential Management Fellow. During her time in the Civil Service, she served as a Supervisory Public Affairs Analyst in the Bureau of Public Affairs, a Public Affairs Officer and Deputy Spokesperson for the Bureau of Public Affairs, and a program analyst in the Bureau of Consular Affairs. Since joining the Foreign Service in April 2016, she has served as Deputy Chief at our U.S. Consulate General in Chengdu, China; Deputy Chief at our U.S. Embassy in Islamabad, Pakistan; and the Coordinator for Democracy, Governance, and Human Rights for the State Department’s Bureau of East Asia and Pacific Affairs. She is currently a Deputy Coordinator in the Orientation Division at the Foreign Service Institute, the State Department’s training center in Arlington, VA. She is also an active member of the Filipino Young Professionals of Washington D.C. and the Asian-American Foreign Affairs Association at the State Department. She earned her M.A. in Political Science from American University, and her B.A. in Government and International Relations from the College of William and Mary. A Virginia native who grew up in Virginia Beach, Tamara lives in Arlington, VA with her husband who is also in the Foreign Service.



FELICIA WILSON YOUNG

Felicia Wilson Young, PhD, a 2022 USAID/ICAP Fellow, is a native Washingtonian who has been a Foreign Service Officer with USAID for 14 years. Prior to arriving in Pretoria, Dr. Wilson Young served as Acting Director of Human Capital Talent Management Staff Care Center. In this capacity, she led support services to respond to critical incidents within the Agency world-wide to promote work force resilience and well-being. Her commitment to ensuring that the workforce received counseling, wellness, work-life and Organizational Resilience support has been highlighted by OPM; as Staff Care ranked #1 as the United States Government Employee Assistance Program for 4 years straight. As Senior Gender Advisor of USAID/Afghanistan's Gender Unit and Co-Chair of U.S. Embassy Afghanistan Gender Council, Felicia lead the Interagency Gender Working Group and the development of "Promote", the largest investment (\$200 million) by United States Government to date, aimed specifically at advancing women's interests. As the Senior Gender Advisor of USAID's Gender Equality and Women's Empowerment Office (GENDEV) she designed projects and drafted policy on Combating Child Marriage, Education and GBV, and the Women's Peace and Security policy for economic empowerment. In USAID Bangladesh, as Senior Education Advisor and Acting Director of the Office of Population, Health, and Education she developed a project to Combat Child-Early Marriage with UNICEF, World Bank, and BRAC University, In USAID Guatemala she served as the Latin America and Caribbean Education/Youth and Gender Advisor. Before coming to USAID, Dr. Wilson Young was Executive Director of Kennedy Krieger Institute (VSA); Dr. Wilson Young has a dual PhD from Pennsylvania State University, Master of Arts from New York University, Education Specialist from George Washington University and in May 2017. She is also a certified Federal Coach and received post-doc in DEIA from Georgetown University.



COURTNEY “ZEGASUS” DERRELL WYNN

Courtney “Zegasus” Derrell Wynn, MSW and CHP, a 2022 Peace Corps/ICAP Fellow, is a Sacred Soul Support Practitioner, empath, mother, counselor, certified holistic doula and practitioner, author, and a lover of people. She truly enjoys engaging others on a deeper level. Courtney earned her Bachelor’s degree from Elon University in International Studies, with a regional concentration in Africa and a double minor in African/African-American Studies and Non-Violence Studies. She earned her Master’s degree in Social Work focusing on Displaced Populations and Gender Equity at Howard University. Courtney presently works in the international development field as a Management and Program Analyst in Peace Corps’ Europe, Mediterranean, and Asia (EMA) Region. She served and supported initiatives at the International Rescue Committee (IRC) with refugee resettlement work and the United States Agency for International Development (USAID) in Africa and the Middle East. Courtney also supports crisis intervention work in the specializations of suicide prevention, conflict resolution, and trauma-informed initiatives. Courtney is a licensed and ordained minister, multilingual, and is developing her holistic approach to healing within her local community and abroad. Courtney founded and created the Magic of Sacred Arts Organization (MoSa) LLC in 2019 geared towards supporting others by fostering an environment with creative and diverse methodologies and modalities for transformative healing and growth. Courtney provides sacred soul support through purposeful counseling, classes and workshops, and holistic practices. Her passion stems to people of all ethnicities, socioeconomic classes, religions, and cultural traditions and beliefs. She has authored two books, *Chameleon*, *Chameleon and Destiny Birthed: Beyond the Masks*, both focused on practical lessons and actions to start and effectively experience a journey of forgiveness, transformative healing, and growth. Courtney’s purposeful passion is centered on cultivating community through compassionate and candid conversations that cultivate unique healing experiences achieving wholeness and wellness.



GABRIELA ZELAYA

Gabriela Zelaya, a 2022 Commerce Department/ICAP Fellow, is the Global Education Team Leader for the U.S. Commercial Service, U.S. Department of Commerce Global Education Team, a position she has held since 2014. In this role, she manages U.S. Commercial Service Education Team programs that assist U.S. educational institutions with promotion and recruitment efforts. She also oversees U.S. Commercial Service collaboration with partners both domestically and abroad. With more than 18 years in the field, Gabriela was honored as Silicon Valley’s “40 under 40” recognizing her as an up-and-coming leader in Silicon Valley for her leadership, community work, and impact in her respective field. Gabriela led the creation of Study California to promote international education opportunities in the state, and is co-creator of USA: A Study Destination, a national engagement to promote the United States as a study destination. Gabriela received her Bachelor’s degree in political science/law and society from the University of California, Riverside and Master’s (honors) from the University of Miami.

SENIOR OFFICIALS, FACULTY, ALUMNI & STAFF

Ambassador Gina Abercrombie-Winstanley, a 30- year diplomat, is the Chief Diversity and Inclusion Officer for the Department of State 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.

William Adjei is the Senior Managing Director of CBRE, a global enterprise in commercial real estate services and investments. He and his team work closely with CBRE clients, executives and service leaders to ensure superior client outcomes and achieve persistent excellence. He also

oversees transitions for new or expanded client mandates, and is a business sponsor for A&T's global technology strategy. William has served on the service line leadership team since 2010.

Prior to this he spent three years as a transaction manager on behalf of institutional, mid-cap, and private equity clients, regularly acting in an agency capacity (both as landlord/seller and tenant/buyer representative) and completed assignments across the globe.

William joined CBRE in 2004 where he also managed operations for the Capital Markets Institutional Group based in Dallas, Texas. Over a three and a half year stretch, his team successfully completed over 200 investment sales transactions exceeding \$5B in total consideration. In Dallas, he also served on company-wide working groups to help develop industry-leading technology solutions for the Investment Properties Group.

William received his BBA and MBA from the University of Toledo. He has multiple certifications, including one in "Fostering Inclusion and Diversity" from Yale School of Management. He serves on the Boards of Resource Global, The Aruna Project, and North Star Classical Christian School.

Earl Carr (ICAP 2005) is the founder and Chief Executive Officer at CJPA Global Advisors. Immediately before founding CJPA 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>

Christine M. Chao, Ph.D. is a licensed clinical psychologist and a certified Jungian psychoanalyst. She is currently in private practice in Denver. She obtained her doctoral degree in 1981 from the University of Denver. Later in her career, in 2012, she obtained her analyst certification from the Interregional Society of Jungian Analysts. She is a past clinical director and

executive director of the Asian Pacific Center for Human Development in Aurora, Colorado, where she continues to provide consultation and supervision. She is also an adjunct clinical supervisor at the University of Denver, and has taught at the Iliff School of Theology. Dr. Chao's interests — reflected in her clinical practice, in a variety of publications, and in numerous professional presentations and workshops — include identity formation and the significance and function of ancestral altars and myths. She also has conducted many workshops on cultural diversity and Asian mental health. Over the years, she has marveled at the way that in-depth psychological work can help open up “seats at the welcome table” for people from widely diverse cultural and ethnic backgrounds.

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.

Antoinette Corbin-Taylor, a native of Washington DC, joined the Foreign Service in 1978, initially as an eligible family member. She and her Foreign Service spouse, with their children and family pet have lived around the world working in our U.S. embassies and consulates. Ms. Corbin-Taylor officially joined the ranks as a Foreign Service Officer in the mid 1990's and spent the majority of her Foreign Service career as a Human Resources or Management Officer when overseas.

When on domestic assignments in Washington, DC, Ms. Corbin-Taylor served as an instructor for new hire Foreign Service and Civil Service personnel, as an African bureau's liaison on management issues for francophone West African countries and as an Assignments Officer responsible for staffing our embassies and consulates in Africa and Central and South America. During her career in the Foreign Service, Ms. Corbin-Taylor has lived, worked or traveled to six of the seven continents and more than 50 countries. She retired in 2019 after 23 years of service.

Cristina (Tina) Cruz-Hubbard is a mission-driven and values-focused strategist, leadership coach and expert practitioner in integrating intercultural competence, diversity, equity, inclusion and accessibility (ICDEIA) into organizations. For over almost 30 years, her passion has been cultivating environments that enable deep and transformational learning across differences and empowering and inspiring leaders at all levels to create equitable systems and access for all.

She currently serves as the Chief Diversity Officer for Peace Corps where she leads one of three of the agency's strategic objectives - Advance Equity- in the Agency Strategic Plan. Her larger portfolio includes developing and overseeing a global strategy to integrate intercultural competence, diversity, equity, inclusion and accessibility across core business functions in support of the agency's three goals and mission to promote world peace and friendship. Prior to this role she led the efforts to define the intersection between culture, diversity, equity and inclusion and build the capacity of staff and Volunteers in over 60 countries to work in partnership to effectively and appropriately achieve shared goals and realize the potential of individuals and communities across the globe.

She began her career in 1993 at the University of Minnesota with a focus on diversity in university settings, transitioned to Columbia Business School to support their multicultural office efforts and then served in a leadership capacity in the Diversity Strategy department at the Walt Disney World Resorts. Adding to her work in university and corporate settings, Ms. Cruz-Hubbard worked for Project GRAD Los Angeles, a non-profit organization working to ensure a quality public education for all children in economically disadvantaged communities and prepare them to succeed in college. She is an expert panelist on the Global Diversity, Equity, and Inclusion Benchmarks and is a qualified administrator and coach for various intercultural and leadership assessment tools. She has been a member of a Foreign Service family for over 18 years, and during that time worked in the US embassies in Peru and Senegal. In addition to working within those contexts, she is keenly aware of the benefits and challenges of raising a globally mobile, interfaith, intergenerational, multi-racial, multi-ability family in multi-lingual environments. She considers her four children her wisest teachers and greatest gift.

Maria Price Detherage is currently the Deputy Assistant Administrator of the African Bureau at the U.S. Agency for International Development (USAID). She previously served as USAID's Deputy Chief Human Capital Officer (DCHCO), Human Capital and Talent Management. Prior to that, she was the Director of USAID's Office of Civil Rights and Diversity (OCRD), Chief Diversity Officer and Settlement Official on informal and formal equal employment opportunity (EEO) complaints. She also served as the Co-Chair of USAID's Executive Diversity Council alongside USAID's Deputy Administrator, working to promote diversity and inclusion throughout the Agency.

Before joining USAID, Ms. Detherage was the Director of the U.S. Department of Health and Human Services' (HHS) Strategic Programs Directorate and DCHCO. In 2005, Ms. Detherage was appointed by then HHS Secretary, Michael O. Leavitt, to serve as the first Executive Director for the Office of Medicare Hearings and Appeals. Ms. Detherage provided executive leadership, guidance and oversight for the newly established office of over 60 administrative law judges, 120 attorneys, and nationwide staff in the areas of management ranging from policy development and implementation on Medicare appeals procedures, to human capital, ethics, personnel security, training and development, national policy, budget, IT, and presidential mandates. Ms. Detherage also previously served as the HHS Director of Labor and Employee Relations Programs, providing corporate oversight for the labor and employee relations policies and programs at HHS, including NIH, FDA, CDC, CMS, and other HHS entities. She was intricately involved in the planning, strategy, and execution of the Department's major initiatives. She served as a mentor to participants in the Senior Executive Service (SES) Candidate Development Program, Emerging Leaders Program, Presidential Fellows Program and Department-wide Mentor Program.

Ms. Detherage began her federal career in 1989 as a Graduate Fellow in HHS's Center for Management Excellence where she served as an internal consultant to the Department's policy arm on Equal Employment USAID.GOV BIOGRAPHY Opportunity and Labor Relations. Ms. Detherage became a member of the SES Corps in 2005 and is also a member of the Federal Executive Institute Alumni Association, Harvard Kennedy School of Executive Education Alumni, the American Association of Arbitrators and Alpha Kappa Alpha Sorority, Incorporated, where she served as chair of the Global Poverty Committee. She has been recognized in the 1999 Edition of "International Who's Who of Professionals" and has served for many years on the Executive Board of the Executive Women's Golf Association, Southern Maryland Tri-County Chapter, as Vice President and Leadership Chair. Prior to joining USAID, Ms. Detherage was awarded the "2013 International Women's Day Award" for her local and international work in global poverty. In addition to being a federal public servant, she considers herself a global citizen, global volunteer, and a social entrepreneur. In a 2016 interview at the White House's FedWomenLead Executive Program, she summed up her personal thoughts on public service by saying, "Being a public servant means being able to give the best of me to ensure the best for others, all across the globe. For me, it's that simple."

Neneh Diallo is USAID's Chief Diversity Officer, and leads the Office of Diversity, Equity, Inclusion, and Accessibility in the Office of the Administrator. Neneh has a proven track record of championing diversity, equity, and inclusion in both the public and private sectors. She most recently served as the Senior Vice President for Marketing and Communications at pocstock, a global Black-owned media platform focused on increasing representation and diversity in stock media. She developed the annual framework for the company's U.S. campaign, which celebrates diversity, equity, and inclusion through thought leadership and social media campaigns.

As Director of Diversity and Inclusion at the Millenium Challenge Corporation, Neneh developed the agency's five-year diversity and inclusion plan, linking it to the Agency's corporate strategic framework and human capital strategy. She also served as Chair of the agency's Inclusion & Diversity Council, charged with reviewing and enhancing its diversity, equity, and inclusion training and policies, including a review of hiring practices and pay equity.

No stranger to USAID, Neneh helped build awareness about the U.S. government's Ebola Recovery programs in Guinea, Liberia, and Sierra Leone, by convening high-level symposia to explore lessons learned, and producing a series of short documentaries on the outbreak and the USAID-led response and recovery.

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.

Nima Patel Edwards (ICAP 2003) is currently the Director of ESG Climate Advisory at KPMG and in her role, she leads strategic initiatives, manages operations, and engages in thought leadership. She has more than 20 years of performance audit and program management experience in the federal government, evaluating, developing and implementing complex policies for major programs. She led high profile federal initiatives for the Federal Emergency Management Agency (FEMA) and significant performance audits for the U.S. Government Accountability Office (GAO). At FEMA, Nima led efforts for congressional reauthorization of the program and led a major study on flood insurance affordability. She also served on working groups for FEMA's White House initiatives on resilience and disasters for at-risk populations.

At GAO, Nima led performance audits of post-Katrina evaluations of the National Flood Insurance Program, U.S. funded anticorruption programs in sub-Saharan Africa, emerging market bank supervision, international assistance to Russia, and international efforts to provide debt relief to developing countries. Nima also has extensive international development experience in Kenya, Rwanda, Southern Sudan, and the Balkans in her work with Catholic Relief Services and the International Rescue Committee. Nima was a fellow for the International Career Advancement Program (ICAP) for highly promising professionals from underrepresented groups in Aspen,

Colorado and served on the Board and the Advisory Council for the ICAP association. She is an arbitrator and serves on the Attorney Client Arbitration Board at the D.C. Bar. She is certified as an adult trainer, facilitator, and a diversity trainer. She has a master's in international affairs degree from the School of International and Public affairs at Columbia University and a BA degree from the University of Pittsburgh.

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.

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.

Kayla Hardin-Lawson is a recent graduate of the Josef Korbel School of International Studies at the University of Denver, in June 2022. She received a M.A in International Development, with specializations in Latin America and Human Rights. For ICAP, she is serving in the role of a Post-graduate Assistant.

Kayla currently works in community philanthropy, holding the position of Special Funds Officer at The Denver Foundation, and has been with the organization for over two years. Kayla has professional experience in various foundation and nonprofit structures, philanthropy, affordable housing /homelessness, and grassroots NGO organizing. She is passionate about social justice particularly around the inequalities of race, gender, and sexuality, as well as sustainable international development, and human rights.

Kayla is a Denver, Colorado native that also received a B.A from the University of Colorado Boulder in International Affairs; with focus in Latin America, as well as minors in Spanish and Political Science. She also received a Certificate in Global Gender and Sexuality Studies from the same institution. She enjoys spending time with friends and family, as well as traveling to experience and learn from the various cultures around the world.

Ambassador William H. Itoh (ret.) 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 is married to the former Melinda White, a professional educator. They now reside in Albuquerque, New Mexico. They have two daughters, Charlotte, a lawyer in Albuquerque; and Caroline, a Vice President with the National Wildlife Federation.

Brioni James is a proud member of the 1999 ICAP class. She joined USAID in 2009 as a Foreign Service Officer and, as of September 2022, joined USAID's Bureau for Development, Democracy, and Innovation (DDI). The DDI Bureau is instrumental in guiding Agency policies, facilitating the implementation of USAID and U.S. government foreign policies, and providing technical assistance to USAID/Missions. DDI's cross-cutting portfolio enables the Agency to anticipate and respond to evolving trends and issues, catalyze innovation, and broaden partnerships. The DDI Bureau carries out its mandate through four centers and five hubs, including the Inclusive Development (ID) Hub. As a new member of DDI's ID Hub, Ms. James serves as Acting/Senior Advisor for Advancing Racial Equity in Programming. She leads cross-cutting Hub-, Bureau-, and Agency-level efforts aimed at advancing Agency and Administration priorities related to inclusive development and equity in programming. Ms. James plays a crucial role in operationalizing the "Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government."

Ms. James recently completed an assignment to USAID/Armenia as Strategy and Program Office Director. In this role, she also served as de facto Deputy Mission Director where she contributed to foreign policy priorities that advance peace and security in the South Caucasus region while overseeing the implementation of the \$145 million five-year strategy aimed at strengthening Armenia's democratic transition, countering malign Kremlin influence, and providing life-saving humanitarian assistance in response to the Nagorno Karabakh conflict, the COVID-19 pandemic and, more recently, the impact from the Ukraine war and sanctions on Russia. Ms. James contributed to the development of the Knowledge Management and Organizational Learning (KMOL) efforts while serving in the Policy, Planning and Learning Bureau and developed the first activity to counter PRC's malign influence in Latin America. Ms. James has also served in Guinea,

Pakistan, Central Asia, and Honduras. She joined USAID in 2008 as a USPSC with the LAC/Cuba Program and converted to the Foreign Service in 2009. Her first FSO assignment was to USAID/Honduras where she led the implementation of the \$61 million five-year D G strategy that contributed to restoring democracy after the 2009 coup d'état and reducing homicide rates and youth violence under the Central American Regional Security Initiative (CARSI). Her twenty-year career with the USG includes the Peace Corps, the Department of Defense, and the Inter-American Foundation where she elevated programming that resulted in the inclusion of Afro-Latin American communities.

Ms. James earned a B.A. in International Relations and Economics and a M.A. in Political Science/Public Administration from the University of Wisconsin-Milwaukee. Her daughter, Tamara, is a filmmaker in the Netherlands and her husband, Howard Mabry, is a Mental Health professional with the DOD.

Arthur Jones, Ph.D., is a clinical psychologist who received a Ph.D. in clinical psychology from the University of Iowa (Iowa City) in 1974. Early in his career he held full-time faculty positions at the University of Illinois-Springfield, Bowling Green State University, and the University of Colorado's School of Medicine. He is currently Professor Emeritus of Music, Culture and Psychology at the University of Denver, where he has served in a variety of faculty and administrative roles for the past 30 years, including a full year as Interim Vice Chancellor for Diversity, Equity and Inclusion before transitioning to Professor Emeritus status in July 2020.

Dr. Jones' wide-ranging interests include the psychological and cultural functions of African American music, multicultural psychology, Jungian and contemplative psychology, and the interconnections between issues of culture, power and privilege. He has been honored locally and nationally by numerous awards for his work as a psychologist, university teacher, interdisciplinary scholar, and community worker. He is the Founder of the award-winning Spirituals Project, which works to preserve and revitalize the music and teachings of the sacred folk songs called "spirituals," created and first sung by enslaved African Americans. In the Fall of 2016 the Spirituals Project became an official program of the University of Denver (<https://liberalarts.du.edu/lamont/spirituals-project>). Combining his experiences as a psychologist, scholar and accomplished singer, he has presented numerous concerts, lectures, and workshops on spirituals throughout the United States. He is the author of the award-winning book, *Wade in the Water: The Wisdom of the Spirituals*, now in its third edition, and was the co-editor, with his brother and colleague Ferdinand Jones, of a book of essays entitled *The Triumph of the Soul: Cultural and Psychological Functions of African American Music*.

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 Employer and Career Development at the Josef Korbel School of International Studies at the University of Denver where she focuses on training and coaching students and alumni for careers in International Affairs and developing connections and partnerships with employers. Ms. Morton Luna has nearly 20 years of training and outreach experience and has worked with nonprofit organizations, foundations and private sector businesses as well as consulted for state and federal governments. She has worked in career development since 2006 and she has lived and worked in Argentina and Chile. She is SHRM-CP certified and has given presentations and workshops at national and regional conferences for NACE, NAFSA, APSIA, ADA and Girls Count. Ms. Morton Luna has a MA in International Intercultural Communications from the University of Denver and a BA degree in Communications from Lewis & Clark College.

Fatmata McCormack is an Education Program Specialist with over 20 years of training program management at USAID. Fatmata's background and field of experience have all focused on promoting professional development, training, and human capital development. She currently serves as Program Manager for USAID HCTM/CPD's leadership development programs.

Fatmata received her Bachelor of Arts degree in English and Political Science from University of Minnesota and her Master's in International Affairs and Journalism from Ohio University. Fatmata lives in Laurel, Maryland with her husband. They have two daughters and a grandson.

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.

Katharine Nanda, J.D., is a Denver native. She has an MA in Art History and a J.D. from the University of Denver and has practiced law since 1982. She recently retired from the Office of Alternate Defense Counsel in Denver where she worked on post-conviction criminal matters. She also serves as Secretary of the Nanda Center for International Law at the DU Sturm College of Law.

Michael Orona (ICAP 2001) has worked for the U.S. Department of State for 20 years where he has held an array of senior-level foreign policy advisory positions. Mr. Orona currently serves as Senior Advisor for Strategic Global Policy and Indigenous Rights in the State Department's

Bureau of Democracy, Human Rights and Labor where he represents the Department on the White House Council on International Indigenous Affairs and has led the State Department's involvement in key administration priorities, including the implementation of the President's Executive Orders on Advancing Racial Equity and Promoting Gender Equity.

From 2018-2019, Michael served at the White House as National Security Council Director for African Affairs where he oversaw the formulation and implementation of the U.S.- Africa Strategy and chaired senior-level meetings focused on end-state goals and implementation of whole-of-government lines of effort.

From 2014-15, Michael served as Special Advisor to the Department's Under Secretary of State for Political Affairs where he provided analytical and advisory support for the planning, development, and execution of U.S. foreign policy in Africa and East Asia. From 2009-2013, he served at the U.S. Embassy in Hanoi, Vietnam, where he negotiated the release of three human rights and religious prisoners of conscience and paved the way for the first visit of an international human rights NGO to the country.

In 2004, Mr. Orona established the U.S. State Department's Sudan Atrocities Documentation team, which was dispatched by former U.S. Secretary of State Colin Powell to investigate the violence in Darfur. The evidence gathered by the team under Mr. Orona's direction led directly to the U.S. government's historic determination of genocide.

Aside from other professional and graduate degrees, Michael received an M.S. in Military and Strategic Policy Studies from the U.S. Marine Corp University – Command and Staff College in Quantico, Virginia, where he was awarded the Foreign Area Officer Association award for Exceptional Research in International Affairs. He is the recipient of five U.S. Department of State Superior Honor awards and three Meritorious Honor awards.

Michael is a proud 2001 ICAP alum. He serves on the board of directors of Partners in Racial Justice. Michael is of Yaqui ancestry and a member of the Chihene Nde Apache Nation. Michael currently makes his home with his wife and family in the Washington, DC, area.

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.

E. Thomas Rowe, Ph.D., is the founder and Director of the International Career Advancement Program (ICAP) and co-founded and is Senior Adviser and Treasurer of the Global Access Pipeline (GAP). He previously served for nine years as Dean of the Graduate School of International Studies (now the Josef Korbel School) and for 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.

Professor Rowe completed his undergraduate training at the University of Michigan and his MA and PhD degrees at the University of California-Berkeley. Professor Rowe's 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.

Professor 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 Rangel Fellowship Program and for the Thomas Pickering Fellowship Program. Professor Rowe has been active in the community in Connecticut, Virginia and Colorado. He currently serves on the Executive Board of the Denver Council on Foreign Relations (DCFR).

Carmen Smith is Senior Vice President and Executive Creative Development Product/Content & Inclusive Strategies for Disney Parks, Experiences and Products (DPEP), where she leads a holistic, global approach to offering more inclusive products and experiences and expanding Disney's reach, relevance and impact with guests and consumers around the world. She performs these functions for the entire DPEP business segment, which consists of Walt Disney Imagineering, Disney Live Entertainment, and Disney Consumer Products, Games and Publishing. Among her responsibilities, Carmen guides global relevancy assessments to identify issues and address concerns; advises on content to make sure Disney's stories, characters, products and experiences are culturally accurate, authentic, inclusive and devoid of stereotypes; diversifies external partnerships and collaborations; and ensures thoughtful representation and engagement throughout the creative development process. Carmen also oversees the creation of content as both an executive producer and executive creative director. In her previous role as vice president of Creative Development – Inclusive Strategies for Walt Disney Imagineering, Carmen was responsible for developing a diverse pipeline of product, themed experiences and people to enhance Imagineering's consultant talent and its creative processes globally. Prior to joining Imagineering, she served as the vice president of Talent Development Programs for the Disney/ABC Television Group. Carmen serves on the executive boards of the Urban Resource Institute, East West Players, Jenesse Center Inc., the Robey Theatre Company, and the Mattie C. Stewart Foundation.

A native of New York, Carmen graduated from Hunter College with a degree in communication arts and received a Master's in International Administration from New York University. She holds an honorary doctorate from Manhattan College and completed the Harvard University Women and Power Executive Education Program at John F. Kennedy School of Government. She is the recipient of multiple honors, including the Themed Entertainment Association's Thea Catalyist Award, recognizing individuals who have made an important impact benefitting the themed entertainment industry.

Rita Stephan is the Chief for the Continuing Education and Training Division in the Office of Knowledge Management at the International Narcotics and Law Enforcement Bureau in the US Department of State. Previously, she served as the Regional Coordinator for Religious and Ethnic Minorities at USAID. From 2012 to 2020, she served in the U.S. Department of State as the Director of the Middle East Partnership Initiative (MEPI) in the Near Eastern Affairs Bureau's Office of Assistance Coordination and the founder and Acting/Deputy Director of Data Analytics in the Executive Secretary's Office. She was previously the Senior Syria/Lebanon and Social Media Analyst in the Bureau of Intelligence and Research and a strategic planner in the Global Engagement Center at State, and a Survey Statistician at the Population Division of the U.S. Census Bureau. Stephan holds a Ph.D. in Sociology from the University of Texas at Austin, a B.A. in International Affairs and Jewish Studies and an M.A. in International Peace and Conflict Resolution from American University. She is the Vice President of the International Career Advancement Program (ICAP) Fellows Association, a 2021 International Women's Forum fellow, a participant in the Senior Executive Service Career Development Program (SES-CDP), and a board member of the Arab Americans in Foreign Affairs Agencies (AAIFAA). She is the editor and coeditor of three books on gender in the Middle East and the author of numerous articles on race and ethnicity in the Census, Arab Americans, and gender activism in the Middle East.

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.

Beza Tafari is an International Career Advancement Program Fellows Association Intern from Highlands Ranch, Colorado. In her role, she works on research, fundraising, CRM system implementation, social media campaigns, and organizing both in-person and virtual events. This past July, she organized and moderated an ICAPFA Webinar panel on DEI initiatives within Ministries of Foreign Affairs with representatives from four different Ministries of Foreign Affairs with regional variety. She is also a continuing graduate student at the Josef Korbel School of International Studies at the University of Denver studying International Development and Global Environmental Change and Adaptation and will graduate in June of 2023. She has held a Research Assistant position in the Josef Korbel School's Diversity, Equity, and Inclusion Office consulting with professors to audit course syllabi. She earned her Bachelor's degree in Economics and International Development at Colorado State University in the Fall of 2020. Beza is a first-generation student and is impassioned by the transition to more inclusive and equitable opportunities and solutions. She is inspired by her parents who emigrated to the United States from Ethiopia in the 1970s as teenagers without a buffer or guarantee. Her parents' bravery and determination encourages her every day to work for causes that are bigger than herself and with the intention to effect change. Beza believes in the mission of the International Career Advancement Program and remains optimistic and excited for the future of international affairs.

Ambassador Teddy B. Taylor (ret) is an international consultant and lecturer on talent acquisition and development, leadership, organizational development and foreign affairs; and additionally serves as a senior advisor to the Board of Sister Cities International.

During his 40-year Foreign Service career, Teddy worked in Central America, Europe, the Caribbean, the South Pacific and Africa. He concurrently served as U.S. Ambassador to the Republics of Papua New Guinea, Solomon Island and Vanuatu (2009-2012). Other assignments of note include: Consul General, Cape Town, South Africa, Diplomat in Residence at Howard University and Principal Deputy Assistant Secretary of State for Human Resources. In the latter assignment, Ambassador Taylor directed the activities of a global human capital footprint of 75,000 personnel and a budget in excess of three billion dollars.

Teddy is a graduate of Florida A&M University and was awarded an honorary doctorate from Allen University. He is a former President of the State Department's Thursday Luncheon Group, an affinity group to promote diversity in foreign affairs. Teddy is a life member of the Thursday Luncheon Group, the Omega Psi Phi Fraternity, Inc., and the Florida A&M University Alumni Association. He speaks Spanish, Turkish and Hungarian.

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 is an ICAP graduate student assistant and is pursuing a Master of Arts in Global Economic Affairs with a concentration in International Trade and Finance at the Josef Korbel School of International Studies, University of Denver.

Stephanie was born and raised in the borderland of El Paso, Texas-Ciudad Juarez, and has spent the last eleven years traveling around the world and the United States. She currently works as a summer student volunteer at the U.S. International Trade Commission with the Office of Economics. Additionally, Stephanie works as an event planning and employer relations assistant for the Josef Korbel Office of Career and Professional Development.

Stephanie's primary career goal is to work for an organization whose main focus is promoting prosperity, and economic growth, guaranteeing fair trade practices and agreements. Stephanie is interested in the process of investigating imports that may injure domestic industry or U.S. intellectual property rights and trade laws.

Johnny Valdez, an ICAP Graduate Assistant, is a Black-Indigenous scholar-practitioner born on the Southern Ute Reservation in Ignacio, Colorado. Johnny is a Sié Fellow at the Josef Korbel School of International Studies at the University of Denver. He is pursuing a Master of Arts in Global Economic Affairs with concentrations in Finance, Development, and International Trade. Johnny strives to positively influence the struggle for equal economic representation for minority communities.

Johnny currently works as an International Trade Assistant with the U.S. Commercial Service in Denver, Colorado. His work with the Commercial Service is based on supporting minority and women-owned businesses in the technology industry. Johnny also works as the Programming Assistant for Indigenous Initiatives at the University of Denver. He acts as an advisor for Indigenous educational pipelines and curriculum at the Josef Korbel School of International Studies. Johnny is the Head Research Assistant at Indigenous-owned All Assets Global Management. He researches Indigenous finance and trade.

Johnny earned his undergraduate degree in Economics with a minor in Sociology from Willamette University in Salem, Oregon. As an undergrad, Johnny was active on campus and in his community, serving as Co-President of the Native and Indigenous Student Union and Co-Founder for the Black Advisory Council, as well as an intern instructor at Willamette Academy where he developed teaching methods that centered around minority groups and activists.

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.

Ernest J. Wilson III, PhD, is Founder and Director of the Center for Third Space Thinking at the University of Southern California, which explores the rapid growth of global demand for ‘soft skills’ in today’s turbulent, digital environment. His forthcoming book, *Soft Skills in Hard Times*, identifies the five most important ‘life skills’ in the post-industrial age, and how to acquire them. With his service at senior levels of government, corporate and non-profit sectors, he is an advisor in the U.S. and globally. From 2007-2017 Wilson served as Dean of the Annenberg School for Communication and Journalism at USC, as it rose to become number one in the world. He is proud to have spoken to the inaugural class of ICAP.

Wilson held senior positions under three U.S. presidents, including on the White House National Security Council, Chairman of the Board of the Corporation for Public Broadcasting and as a policy advisor to the Obama transition team on public diplomacy. He worked for the Chairman of the African Sub-Committee of the House and with the US intelligence community. Wilson champions diverse voices in knowledge creation in a radically changing world where stakeholders come from multiple perspectives, and has written extensively on digital policies in China, Brazil,

and multiple African countries. Wilson has also written extensively on media inclusion in the U.S. and authored *Diversity and Foreign Policy* among many other publications. He has also led programs for major U.S. foundations, the National Academies of Sciences, and the Social Science Research Council. He currently serves on multiple boards of foundations and media groups, and is a founding member of the Pacific Council on International Policy and served on the senior staff of the Council on Foreign Relations. He taught at Penn and University of Michigan and held research appointments at Harvard, Stanford, and Jiao Tong in Shanghai, with degrees from Berkeley and Harvard.

Francille Rusan Wilson, Ph.D., is an intellectual and labor historian whose research examines the intersections between Black labor movements, Black social scientists, and Black women's history during the Jim Crow era. Wilson is Associate Professor of American Studies & Ethnicity, History, and Gender & Sexuality Studies at the University of Southern California and the Director of the Black Studies Initiative/Emerging Center. She served as interim chair of Gender and Sexuality Studies spring and summer terms of 2020. She is also the co-curator for "Rise Up LA: A Century of Votes for Women," at the Natural History Museum of Los Angeles County on view 4/1/2021 to 10/10/2021. She was one of six scholars chosen by the Archivist of the United States to serve on the Historians Advisory Panel for the National Archives 2019-2021 exhibit, "Rightfully Hers: American Women and the Vote." Wilson was the National Director of the Association of Black Women Historians, 2015-2018. She was a 2017-2018 fellow at the Center for the Advanced Study of the Behavioral Sciences at Stanford University. Her book, *The Segregated Scholars: Black Social Scientists and the Creation of Black Labor Studies, 1890-1950* was awarded the 2007 Letitia Woods Brown Memorial Prize for the best book in Black women's history. Wilson earned a Ph.D. in American History from the University of Pennsylvania, a M.A.T. in Social Studies from Harvard University, and a B.A. in Political Science from Wellesley College.