

r



ICAP

Diversifying Global Leadership

ICAP 2023

International Career Advancement Program

September 22-30, 2023

THE ASPEN INSTITUTE / THE ASPEN MEADOWS RESORT
ASPEN, COLORADO

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

www.icapaspen.org

Tom.Rowe@du.edu



INTERNATIONAL CAREER ADVANCEMENT PROGRAM

September 22-30, 2023

THE ASPEN MEADOWS RESORT / ASPEN INSTITUTE

ASPEN, COLORADO

Dr. E. Thomas Rowe, Director
International Career Advancement Program
Josef Korbel School of International Studies
University of Denver
Denver, CO 80208
www.icapaspen.org

ICAP 2023 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. Millennium Challenge Corporation, the U.S. Peace Corps, the Council on Foreign Relations, Peace Direct, Humanity United, Women of Color Advancing International Peace and Security, the Rockefeller Foundation, 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. The reception, dinner and program will be in the Hines Room.

AGENDA

Friday, September 22, 2023

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, Middle East Policy Council)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Saturday, September 23, 2023

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-8:30 a.m.	Session 2: “A Ceremonial Beginning” Tink Tinker (Iliff School of Theology)
8:30-9:00 a.m.	<i>BREAK</i>
9:00-10:30 a.m.	Session 3: “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2022 Fellows
10:30-11:00 a.m.	<i>BREAK</i>
11:00-12:30 noon	Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2022 Fellows
12:30-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 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), Christine Chao (Independent Psychologist) and DJ Ida (NAAPIMHA)
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	Session 5: “The Significance of Spirituals” Arthur Jones (University of Denver)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Kaufman Room and the Barksdale Lobby, respectively, of the Doerr Hosier Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Break-out groups will meet in or around the Koch Center. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Sunday, September 24, 2023

- | | |
|------------------|---|
| 7:00-8:00 a.m. | <i>BREAKFAST</i> |
| 8:00-10:00 a.m. | Session 6: Career Workshop I: “Taking Control of Your Career”
Sandra Rivera (ICAP 1998, US International Trade Commission) |
| 10:00-10:30 a.m. | <i>BREAK</i> |
| 10:30-12:00 noon | Session 7: “Learning from Indigenous Thought and Practice”
Tink Tinker (Iliff School of Theology) |
| 12:00-1:30 p.m. | <i>LUNCH</i> |
| 1:30-3:00 p.m. | Session 8: “Leadership, Diversity and Non-Profits”
Jacqueline Hardware Glin (ICAP 2001, Global Fund for Women) |
| 3:00-3:15 p.m. | <i>BREAK</i> |
| 3:15-4:30 p.m. | Session 9: Breakout Groups on the Special Issues Faced by Men and Women in International Careers
D.J. Ida (NAAPHIMHA), Arthur Jones (University of Denver) and Christine Chao (Independent Psychologist) |
| 4:30-5:00 p.m. | Session 10: Reporting Back to the Plenary for General Discussion on Special Issues in International Careers
D.J. Ida (NAAPHIMHA), 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> |
| 8:00-10:00 p.m. | Session 11: “Executive Journey”
Carmen Smith (Disney) |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Kaufman Room and the Barksdale Lobby, respectively, in the Doerr Hosier 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 program will be in the Barksdale Lobby in the Doerr Hosier Center.

AGENDA

Monday, September 25, 2023

- 7:00-8:30 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 12:** Career Workshop II: “Taking Control of Your Career: Part II”
Sandra Rivera (ICAP 1998, US International Trade Commission)
- 10:00-10:30 p.m. *BREAK*
- 10:30-12:00 noon **Session 13:** “Effective Leadership: Lessons Learned”
Ambassador Lino Gutiérrez (Gutiérrez Global LLC)
- 12:00-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 14:** “View from Capitol Hill”
Sajit Gandhi (ICAP 2009, Senior Staff, U.S. House of Representatives)
Aysha House (ICAP 2010, Millennium Challenge Corporation)
- 3:00-3:30 p.m. *BREAK*
- 3:30-5:00 p.m. **Session 15:** 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*
- 8:00-10:00 p.m. **Session 16:** “Profession and Passion: Diplomat to ‘In the Dash’”
Lauri Fitz-Pegado (In the Dash and Beyond the Ball)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Tuesday, September 26, 2023

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 17:** Career Workshop III: “Strengths Finders: A Deeper Dive”
Maeve Richard (Stanford University)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 18:** “Challenges and Opportunities in Latin America”
Ambassador Lino Gutiérrez (Gutiérrez Global LLC)
- 12:00-12:30 p.m. Brief Introduction to the Working Groups Exercise for Saturday
Tom Rowe (University of Denver)
- 12:30-1:30 p.m. *LUNCH*
- AFTERNOON OPEN FOR HIKING OR OTHER RECREATION*
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 19:** “Changing My Story: Overcoming Obstacles to Walk in Your Purpose”
L’Tonya Davis (USDA)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Wednesday, September 27, 2023

- | | |
|------------------|--|
| 7:00-8:30 a.m. | <i>BREAKFAST</i> |
| 8:30-10:00 a.m. | Session 20: Career Workshop V: “NACE Competencies/Developing Conscious Leaders”
Whitney McDowell-Robinson (Brenau University) |
| 10:00-10:30 a.m. | <i>BREAK</i> |
| 10:30-12:00 noon | Session 21: “The ESG Climate Global Regulatory Landscape”
Nima Patel Edwards (ICAP 2003, KPMG-US) |
| 12:00-1:30 p.m. | <i>LUNCH</i> |
| 1:30-3:00 p.m. | Session 22: “Policy Challenges for the U.S. in Africa”
Singumbe Muyeba (University of Denver) and Abigail Kalandula (University of Denver) |
| 3:00-3:30 p.m. | <i>BREAK</i> |
| 3:30-5:00 p.m. | Session 23: “Go Away or Come Closer? Parsing the Policy Preferences of the Most Policed”
Ajenai Clemmons (University of Denver) |
| 5:00-7:00 p.m. | Individual Career Advising |
| 7:00-8:00 p.m. | <i>DINNER</i> |
| 8:00-9:30 p.m. | Session 24: “Civility, Diplomacy, and Leadership”
Ambassador Harriett Elam-Thomas (Independent Consultant) |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Thursday, September 28, 2023

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	Session 25: “Self-Management: Our Hardest Leadership Journey” Ambassador Pamela Spratlen (Independent Consultant)
10:00-10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	Session 26: "Foreign Policy Challenges in Asia" Ambassador William Itoh (University of North Carolina-Chapel Hill)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	Session 27: “Strategies for Personal Advancement: Know Thyself, Know the Truth and Know the System” Elena Mola (Corporate Attorney)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	Session 28: “Women of Color and the Struggle for Social Justice” Francille Wilson (University of Southern California)
5:00-7:00 p.m.	<i>BREAK</i>
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	OPEN FOR CELEBRATION: INDIVIDUAL TALENTS AND CULTURAL HERITAGE

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

Working Groups will meet wherever they determine. The dinner and program will be in the Barksdale Lobby of the Doerr Hosier Center.

AGENDA

Friday, September 29, 2023

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	Session 29: “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 30: “ICAP Fellows Association Activities” Norma Toussaint (ICAP 2021, USDA)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-4:00 p.m.	Working Group Meetings
4:00-5:00 p.m.	Session 31: Working Group Reports
5:00-7:00 p.m.	<i>OPEN</i>
7:00-8:00 p.m.	<i>DINNER</i>
8:00-10:00 p.m.	Session 32: Concluding Program

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Saturday, September 30, 2023

- 7:00-8:30 a.m. *BREAKFAST*
- 8:30-10:00 a.m. *OPEN*
- 10:00 a.m. Check Out of the Aspen Institute/Aspen Meadows
- 10:00-12:00 noon *OPEN*
- 12:00-1:30 p.m. *LUNCH*
- GREET INCOMING ICAP GROUP 2 FELLOWS*
- DEPARTURES*

INSTRUCTIONS FOR SESSION 15

Session 15: “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

<p>Senior Mentor: Amb. Harriet Elam-Thomas Elise Crane Alexandria Maloney Mira Kim Joseph Farsakh Karina Garcia Danielle Crooks Emily Scott</p>	<p>Senior Mentor: Elena Mola Nyassa Kollie Rayma Baran Sherleen Espinosa Kevin Brown Pilar Velasquez Abigail Tierney Honore Tchou</p>
<p>Senior Mentor: Amb. William Itoh Marjon Kamrani Nury Gambarrotti Kavita Pullapilly Chuk Nwadibia Stephanie Straface Amanda Zeidan Jasmine Buttolph</p>	<p>Senior Mentor: Amb. Lino Gutierrez Rebecca Acuna Jacqueline Bony Frantz Eyssayllenne Nikki Enersen Yemeserach Megenasa Lorenzo Mendez</p>
<p>Senior Mentor: Amb. Pamela Spratlen Joy Searcie Leland Lazarus Giovanna Casas Reyes Jessica Anderson Ana Monzon Huyen Nguyen Sadikshya Nepal</p>	<p>Senior Mentor: Amb. Gina Abercrombie-Winstanley Ayla Francis Molly Chen Michael Hayes Naureen Haque Michelle Suarez Rebecca Fertziger</p>

Executive Core Qualifications

ECQ 1: Leading Change

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

ECQ 2: Leading People

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

ECQ 3: Results Driven

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

ECQ 4: Business Acumen

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

ECQ 5: Building Coalitions

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

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

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

SESSION 31

WORKING GROUPS

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

Each Working Group is expected to develop a brief ICAP 2023 Action Plan to be presented to a meeting of the whole on Friday afternoon, September 29th. You may change groups if you wish. The Working Groups are expected to work within and across their cohorts as well as with existing ICAP Fellows Association Committees (full committee descriptions are included below).

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

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

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

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

Working Group A Members (Others May Join):

Elise Crane
Alexandria Maloney
Mira Kim
Joseph Farsakh

Marjon Kamrani
Nury Gambarrotti
Kavita Pullapilly
Chuk Nwadibia
Rebecca Acuna
Ayla Francis
Jacqueline Bony
Frantz Eyssayllenne
Sadikshya Nepal

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

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

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

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

Working Group B Members (Others May Join):

Nyassa Kollie
Rayma Baran
Sherleen Espinosa
Kevin Brown
Joy Searcie
Leland Lazarus
Giovanna Casas Reyes
Michael Hayes
Karina Garcia
Danielle Crooks
Michelle Suarez
Emily Scott
Huyen Nguyen

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

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

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

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

Working Group C Members (Others May Join):

Jasmine Buttolph

Nikki Enersen

Molly Chen

Yemeserach Megenasa

Lorenzo Mendez

Rebecca Fertziger

Abigail Tierney

Honore Tchou

Stephanie Straface

Jessica Anderson

Ana Monzon

Amanda Zeidan

Naureen Haque

Pilar Velasquez

Descriptions of Current ICAPFA Committees

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

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

ICAP 2023

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.

PATRICE FORD LYN-Room TBD

<i>Saturday, September 23</i>	5:00 p.m.: Nury Gambarrotti 6:00 p.m.: Marjon Kamrani
<i>Sunday, September 24</i>	5:00 p.m.: Ayla Francis 6:00 p.m.: Chuk Nwadibia
<i>Monday, September 25</i>	5:00 p.m.: Naureen Haque 6:00 p.m.: Stephanie Straface
<i>Wednesday, September 27</i>	5:00 p.m.: Huyen Nguyen 6:00 p.m.: Jessica Anderson

WHITNEY MCDOWELL-ROBINSON -Room TBD

<i>Saturday, September 23</i>	5:00 p.m.: Amanda Zeidan 6:00 p.m.: Nyassa Kollie
<i>Sunday, September 24</i>	5:00 p.m.: Kevin Brown 6:00 p.m.: Rebecca Fertziger
<i>Monday, September 25</i>	5:00 p.m.: Abigail Tierney 6:00 p.m.: Nikki Enersen
<i>Wednesday, September 27</i>	5:00 p.m.: Sherleen Espinosa 6:00 p.m.: Danielle Crooks

NNENNA OZOBIA-Room TBD

<i>Saturday, September 23</i>	5:00 p.m.: Yemeserach Megenasa 6:00 p.m.: Ana Monzon
-------------------------------	---

Sunday, September 24 5:00 p.m.: Emily Scott
6:00 p.m.: Giovanna Casas Reyes

Monday, September 25 5:00 p.m.: Kavita Pullapilly
6:00 p.m.: Honore Tchou

Wednesday, September 27 5:00 p.m.: Lorenzo Mendez
6:00 p.m.: Molly Chen

MAEVE RICHARD-Room TBD

Saturday, September 23 5:00 p.m.: Frantz Eyssayllenne
6:00 p.m.: Pilar Velasquez

Monday, September 25 5:00 p.m.: Jacqueline Bony
6:00 p.m.: Michael Hayes

Tuesday, September 26 5:00 p.m.: Leland Lazarus
6:00 p.m.: Joy Searcie

Wednesday, September 27 5:00 p.m.: Sadikshya Nepal
6:00 p.m.: Rayma Baran

SANDRA RIVERA -Room TBD

Saturday, September 23 5:00 p.m.: Elise Crane
6:00 p.m.: Alexandria Maloney

Sunday, September 24 5:00 p.m.: Mira Kim
6:00 p.m.: Joseph Farsakh

Monday, September 25 5:00 p.m.: Karina Garcia
6:00 p.m.: Jasmine Buttolph

Wednesday, September 27 5:00 p.m.: Michelle Suarez
6:00 p.m.: Rebecca Acuna

MID-CAREER PARTICIPANTS: ICAP 2023 FELLOWS



REBECCA ACUNA

Rebecca Acuña, a 2023 ICAP/USAID Fellow, is an Economic Development Officer with USAID/Jordan. In June 2023, Ms. Acuña completed her post as Deputy Director of the Economic Development and Energy Office where she oversaw \$425 million portfolio focused on trade, SME development, energy, public financial reform and women’s economic empowerment. For the past 13 years, she has been an integral part of USAID’s economic development programs in Senegal, Morocco, Iraq, and the Regional Development Mission for Asia in Thailand, where she designed and directed programs on workforce development, SME competitiveness and trade promotion, water and sanitation, food security and digital transformation. In October 2023, she will take up a new position as Director of the Economic Growth Office in Kinshasa, Democratic Republic of Congo.

Prior to joining USAID, Ms. Acuña worked with high tech startups in Silicon Valley and served as a community development volunteer with the Peace Corps in Panama. A native of Corpus Christi, TX, Ms. Acuña holds a MBA from the Monterey Institute of International Studies and a BS in Communications from the University of Texas at Austin. She speaks Spanish and French, is an avid cook and loves to explore the world with her husband, Jaime, and their 3 year old daughter, Emilia.



JESSICA ANDERSON

Commander Jessica B. Anderson, a 2023 ICAP/Navy Fellow, is originally from Madrid, Spain, grew up in Staatsburg, New York, and graduated from the U.S. Naval Academy in 2008. She was awarded a B.S. in English and minor in Spanish language.

Upon receiving her commission Cmdr. Anderson was assigned to USS Anzio (CG 68), a Ticonderoga-class guided missile cruiser in Norfolk, Virginia where she obtained her Surface Warfare qualification. Lt. Cmdr. Anderson completed her second tour on board USS Nicholas (FFG 47), an Oliver Hazard Perry-class frigate as a Training Officer, in Norfolk, Virginia.

While assigned at U.S. Fleet Forces Command as a watch stander and Current Operations Action Officer in Norfolk, VA, Cmdr. Anderson obtained her M.B.A. in Homeland Security Resource Allocations from American Military University in 2013. She lateral transferred to the Public Affairs community upon completion of her tour.

As an Action Officer at Navy Public Affairs Support Element East in Norfolk, Virginia, Cmdr. Anderson participated in Southern Partnership Station-Joint High Speed Vessel (SPS-JHSV 14) 2014. She was the Deputy Public Affairs Officer for the Chief of Naval Personnel in Washington, D.C. until 2018 and the Public Affairs Officer for the USS John C. Stennis (CVN 74) and Carrier Strike Group Three. Cmdr. Anderson completed a tour as the Officer-in-Charge at Navy Public Affairs Support Element East in Norfolk, VA where she obtained her Accreditation in Public Relations. Following, she spent a year at Georgetown University obtaining her Masters of Professional Studies in Public Relation and Corporate Communications.

Cmdr. Anderson is currently assigned to the Office of the Secretary of Defense. Her personal decorations include two Meritorious Service Medals, two Navy Commendation medal and four Navy Achievement medals.



RAYMA BARAN

Rayma Baran, a 2023 ICAP/USAID Fellow, is a career Foreign Service Officer with the United States Agency for International Development (USAID). She currently serves as the Program Office Director in Mexico, leading a team that works on strategic planning, budget, monitoring and evaluation, and program coordination. Prior to Mexico, Rayma served in Iraq where she managed all programming efforts for over \$1 billion in foreign assistance. In Washington, DC, she spent three years as the Senior Jordan Desk Officer in charge of the largest bilateral assistance portfolio worldwide with projects in health, education, water, economic growth, and democracy, plus assistance for Syrian refugees. She also served as Senior Advisor to the USAID Counselor, the highest-ranking Foreign Service Officer at USAID. In Egypt and El Salvador, Rayma worked as a Contracting Officer where she negotiated, awarded, and administered complex contracts and grants to support key agriculture, economic growth, democracy, education, and health programs in the Middle East and Latin America. Rayma began her development career in the Middle East, working as a Development Advisor to the Jordan Tourism Board.

Originally from San Antonio, Texas, Rayma earned her undergraduate degree from the University of Texas at Austin and her MBA from Fordham University. She speaks Arabic and Spanish.



JACQUELINE GAYLE BONY

Jacqueline Gayle Bony, a 2023 ICAP/USAID Fellow, is a global health and development professional with more than two decades of experience managing U.S. foreign assistance programs. As a Foreign Service Health Development Officer in the U.S. Agency for International Development (USAID), Ms. Bony oversees implementation of U.S. government investments in public health programs serving vulnerable populations around the world. She is currently the Deputy Director for USAID’s Health Office in South Africa where she works to ensure access to HIV and TB treatment to more than two million people seeking healthcare through the country’s under-resourced public health sector.

Ms. Bony started her development career in 2001 as an education volunteer in the U.S. Peace Corps in South Africa where she worked alongside primary school teachers to address the impacts of AIDS on children and their families early in the country’s epidemic. She then spent several years developing and managing public health programs for non-profits, which allowed her to live and work in a variety of countries including Tanzania, Rwanda, Uganda, and Mozambique. She later served in USAID Missions in Tanzania and Madagascar, which eventually led her to join USAID’s Foreign Service in 2016. In her first assignment, she oversaw more than \$30 million a year in health and agriculture programming that reached food insecure and malnourished populations in Ghana’s northern regions.

Born and raised in South Florida and of Jamaican heritage, Ms. Bony earned a bachelor’s degree from Clark Atlanta, a historically black university; a master’s degree in International Affairs from Ohio University; and is professionally proficient in French.



KEVIN BROWN

Kevin M. Brown, a 2023 ICAP/USAID Fellow, is currently Deputy Office Director, Office of Technical and Program Quality, Bureau for Humanitarian Assistance, USAID. He is a dynamic, award-winning development professional with over 17 years of proven success in leading multi-sectoral teams, advising U.S. Government development and policy reform, coordinating USAID humanitarian assistance, and guiding program cycle processes.

Mr. Brown currently manages the Risk Assessment and Design, M&E, and Adaptive Learning divisions; and supports the implementation of \$192 million in International Disaster Assistance and Food Aid. He also co-leads BHA's climate adaptation efforts and represents the Bureau on the U.S. Government's Climate Change Leadership Council. He also served as the Senior Project Development Officer and Acting Director of USAID/Pakistan's Office of Program Management where he partnered with Senior Embassy and USAID leadership to refocus USAID/Pakistan's programmatic direction and negotiate resource requests to advance the US Government's foreign policy directives for Pakistan. Earlier, as the Deputy Director, and subsequently Director, of USAID/West Bank and Gaza's Strategic Planning and Analysis Office, and the senior USAID representative to the U.S. Consulate General-Jerusalem, Mr. Brown was the lead liaison between USAID and the Palestinian Authority's development agency. Mr. Brown also served three consecutive tours at the USAID Mission to Nigeria as the Project Development Officer, Deputy Program Officer, Supervisory Program Officer, and the U.S. Embassy's Mission Disaster Relief Officer.

Mr. Brown holds a Master of Arts Degree in International Business and a Master of Science Degree in Family, Youth, and Community Development, both from the University of Florida, and a Bachelor's in Business Administration from Florida Agricultural & Mechanical University.



JASMINE BUTTOLPH

Jasmine Buttolph, a 2023 ICAP/USAID Fellow, is a global health professional focused on monitoring and evaluation, analytics and health information systems for HIV programs. She is the chief of the strategic information evaluation and informatics (SIEI) division within the office of HIV/AIDS (OHA) in the global health bureau at USAID in Washington DC. She has worked in academia, public and private sector across Africa, the Middle East, and the Caribbean and she served in Peace Corps Morocco. Jasmine holds a BA in psychology and health research from the University of the Virgin Islands and a Master of Public Health (Global Health and Sociomedical Sciences) from Columbia University Mailman School of Public Health.



GIOVANNA CASAS REYES

Giovanna Casas Reyes, a 2023 ICAP/FAS Fellow, is currently the International Program Specialist at the United States Department of Agriculture, Foreign Agricultural Service (FAS). As part of the Office of the Senior Director within the Fellowship Programs Division, Giovanna leads a variety of projects. She has implemented a multi-year program focused on aligning pesticide registration system with participants from Africa, Asia and Latin America. In her previous role, Giovanna managed a series of Cochran Fellowship Programs with Latin-America and the Caribbean to support a U.S. agriculture training opportunities to ensure food security across the region. Her superior skills in Spanish have allowed her to expand her career in FAS and beyond. Giovanna has served as a board member for several government organizations including the Hispanic American Cultural Effort (HACE), a USDA-wide group that supports the professional growth of Hispanic-Americans to advance diversity and inclusion. Giovanna was also a board member of the Junior Professional Advancement Community (JPAC), an organization aimed at supporting junior professionals in FAS. Giovanna holds a Master's degree in International Peace and Conflict Resolution from the School of International Service at American University. In 2017, Giovanna was selected to attend the Diplomatic Peruvian Academy, Peru's Diplomatic training center where she studied Foreign Affairs and International Economics. Giovanna earned her Bachelor of Arts in Politics from Willamette University and is from Salem, Oregon. Giovanna understands the challenges that exist for minorities entering the federal government and her goal is to ensure there is representation and inclusion across all levels of government.



MOLLY CHEN

Molly Chen, a 2023 ICAP/Peace Corps Fellow, has more than 14 years of international development experience working across various U.S. Government programs. Molly's expertise in monitoring and evaluation, knowledge management, project management, and business development spans organizations such as the U.S. Peace Corps, U.S. Agency for International Development (USAID), Centers for Disease Control (CDC), Department of State (DoS), and Department of Defense (DoD). She has a B.A. in Mass Communications from UCLA and a M.A. in International Development from the School of International Service at American University in Washington D.C.

Currently serving as the Monitoring, Evaluation, and Reporting (MER) Manager for the Peace Corps Office of Staff Learning and Development, Molly focuses on internal monitoring, evaluation, and reporting to enhance staff learning and professional development and support organizational learning and strategy. Under her leadership, Molly led the first-ever Peace Corps Agency Learning Needs Assessment for 3000+ staff, and she was instrumental in developing the Agency Learning Strategy (2022-2026), aligning it with the agency's strategic priorities. Molly serves as the Treasurer/Secretary for the Lotus Corps Employee Resource Group (ERG), which represents individuals of Asian American Native Hawaiian Pacific Islander (AANHPI) heritage. Additionally, she is involved with Peace Corps' Parents Corps ERG, Women's Empowerment at Peace Corps, and the Monitoring, Evaluation, and Learning (MEL) Working Group.

During her leisure time, Molly indulges in her passion for travel, often exploring new destinations with her friends and family. She loves hiking in the Blue Ridge Mountains of North Carolina, attending live concerts and musicals, and cherishing the precious moments with her husband, Cameron, and their two children, Lucy (4) and Luka (1.5). Molly's enthusiasm for personal finance, entrepreneurship, economics, work/life balance hacks, and embracing the full potential of individual journeys makes her a lifelong learner, always eager to share insights and learn to live life to the fullest.



ELISE CRANE

Elise Crane, a 2023 ICAP/State Department Fellow, is a U.S. diplomat with more than 15 years of experience working in Africa, South America, and Europe. She joined the U.S. Foreign Service in May 2011 after completing a master's degree in International Negotiation and Conflict Resolution at Tufts University's Fletcher School of Law and Diplomacy. In her first assignment as the press officer at U.S. Embassy Kampala, Elise crafted an interagency youth outreach strategy that strengthened U.S. engagement with Uganda's massive youth population and contributed to a more positive public narrative about the United States. After Russia's attempted annexation of Crimea, Elise developed programs to build media literacy skills amongst Ukrainians most susceptible to Russian disinformation and increase broadcasting infrastructure in eastern Ukraine to ensure access to quality information. Elise currently serves as the State Department's Sports Policy Officer, tracking the nexus of international sports developments and U.S. foreign policy priorities and ensuring U.S. sports diplomacy programs advance the Biden Administration's DEIA goals. Elise has also served at U.S. embassies in Colombia and Croatia, where she worked to increase opportunities available to underrepresented and underserved communities. Prior to joining the Foreign Service, Elise worked in Prague as a sales manager for Project Syndicate, a media organization that distributes subsidized opinion content to media outlets around the world. In that role, she traveled to 30 countries to meet with editors and journalists to promote press freedom and open exchange of ideas. Elise is originally from Boulder, where she received a B.A. in International Affairs from the University of Colorado. She speaks Spanish, Croatian, French, and some Russian. Elise currently resides in Silver Spring, Maryland, and enjoys triathlons and virtually any outdoor activity. She and her husband have two young children and aim to instill in them a curiosity about the world to propel future adventures.



DANIELLE CROOKS

Danielle Crooks, a 2023 ICAP/ILAB Fellow, serves as an International Relations Specialist in the Office of Child Labor, Forced Labor, and Trafficking for the U.S. Department of Labor's Bureau of International Labor Affairs (ILAB). Ms. Crooks manages technical assistance projects in the Latin American & Caribbean region. As a core member of ILAB's Central America Working Group, she supports the Bureau's efforts to advance the U.S. Strategy to Address the Root Causes of Migration in Central America and served as an interim labor attaché in Guatemala from July 2022-February 2023. Prior to working at USDOL, Ms. Crooks worked in the non-profit sector for over six years managing development projects in Latin America, Asia, and Africa. She holds a dual master's degree in public administration and international relations from Seton Hall University, NJ. Ms. Crooks is a first-generation Jamaican American from New York and enjoys cycling, hiking, and good cup of tea.



NIKKI ENERSEN

Nikki Enersen. a 2023 ICAP/USAID Fellow, leads the Children, Youth, and Families team and the Indigenous Peoples program as the Deputy Director for USAID’s Inclusive Development Hub.

Nikki, originally from Minnesota, attended Claremont McKenna College for her undergraduate studies in anthropology and international relations and attended graduate school at American University and the University of Minnesota to study women in international development. The Inclusive Development Hub is her fifth USAID posting as a USAID foreign service officer, having previously served in Guatemala, Kenya, Zimbabwe, and the West African Regional Missions. Her focus throughout her time at USAID has been on women’s empowerment and gender equality, inclusive development, and youth in development.

Before joining USAID she worked as a labor law consultant, working mostly in Asia, the Americas, and with East African and refugee-serving community organizations in Minnesota. This work was recognized through a Minnesota State Human Rights award.



SHERLEEN ESPINOSA

Lieutenant Commander Sherleen Espinosa, a 2023 ICAP/Navy Fellow, is a native of Aiea, Hawaii. She is currently working towards a Master of National Security Policy at Duke University, Durham, North Carolina. She has earned a Master of Science in Community Health and a Bachelor of Science in Environmental Health, with a concentration in Industrial Hygiene, from Old Dominion University, Norfolk, Virginia. She was commissioned through the U.S. Navy's Health Services Collegiate Scholarship Program in October 2013. Operationally, Espinosa served as the Afloat Department Head for Safety on board USS Emory S. Land (AS39), a forward-deployed submarine tender whose home port was Diego Garcia. As the Safety Officer on board the ship, she completed a six-month deployment that included operations in Kota Kinabalu, Malaysia; Palawan, Republic of Philippines; Subic Bay, Republic of Philippines; Changi Naval Base, Singapore; U.S. Fleet Activities Sasebo, Japan; and a change of home port of AS39 to U.S. Naval Base Guam. Also, as the ship's Environmental Protection Officer, she was responsible for AS39 receiving the 2014 and 2015 CNO Environmental Quality Awards. Additionally, she received her qualification and designation as a Surface Warfare Medical Officer from AS39. Ashore, Espinosa served as Department Head, Industrial Hygiene, U.S. Naval Hospital Guam; Department Head, Industrial Hygiene, Navy Environmental and Preventive Medicine Unit-Six, Pearl Harbor, Hawaii; Radiological/Chemical Lead, Forward Deployed Preventive Medicine Unit-Six, Pearl Harbor, Hawaii; Flag Aide to the Deputy Chief, Readiness and Health, Bureau of Medicine and Surgery, Fairfax, Virginia; Executive Assistant to the Director of Medical Systems Integration and Combat Survivability (OPNAV N44), Pentagon, Washington D.C.; and Executive Assistant/Flag Aide to the Commander, Naval Medical Forces Atlantic, Portsmouth, Virginia. She assumed her current duties as the Director of Health Security Cooperation/Global Health Engagement at U.S. Pacific Fleet Command, Pearl Harbor, Hawaii in August 2022. LCDR Espinosa was Navy Medicine's 2017 Industrial Hygiene Officer of the Year. Her personal decorations include the Meritorious Service Medal, and the Navy and Marine Corps Commendation Medal (five awards). Her civilian personal award includes the U.S. Navy Meritorious Civilian Service Medal.



FRANTZ EYSSALLENNE

Frantz Eyssallenne, a 2023 ICAP/Commerce Department Fellow, is a first generation Hispanic American, born and raised in Miami, Florida. Prior to beginning his career in public service, Frantz Eyssallenne received his bachelor's in psychology, with a minor in Behavioral Healthcare from the University of South Florida in 2013. Upon completing his B.A., he served in various sales roles and performed as a professional touring musician.

He began his public service career in Tampa, FL as a Congressional Intern for Congresswoman Kathy Castor (FL-14), followed up with another internship as an International Economic Specialist at the U.S. Embassy to the European Union in Brussels, Belgium. Upon completing his MBA in International Business and Management from the University Of South Florida in 2019, he joined the IRS as a Revenue Officer in Denver, CO. During his time as Revenue Officer, he was responsible for collecting delinquent taxes for business and personal accounts.

He began at the Department of Commerce's International Trade Administration in August 2021, where he is currently serving as an International Trade Specialist for the Dallas-Fort Worth United States Export Assistance Center. During his time with ITA, he has served as the domestic lead for the award-winning Minority Business Focused Trade Mission to Western Europe, the highly acclaimed Western Balkans Trade Mission, and is leading and coordinating efforts for the Aerospace & Defense Trade Mission to Poland and Romania in November 2022. Furthermore, he is currently serving as the Deputy Team Lead for the Europe Global Team.

He is currently pursuing a Master's of International Relations from Harvard University.



JOSEPH FARSAKH

Joseph A. Farsakh, a donor sponsored ICAP 2023 Fellow, is a political appointee and serves as Senior Policy Advisor in the U.S. Department of State’s Bureau of Near Eastern Affairs where he works with U.S. Special Envoy for Yemen Timothy A. Lenderking on Yemen peace negotiations. Joseph supports political and diplomatic efforts to resolve the ongoing conflict in Yemen, develop and execute U.S. foreign policy related to Yemen, and supports UN-brokered peace talks to end the war and begin a political transition in Yemen.

Joseph previously advised the Biden-Harris campaign on Gulf policy and Americans abroad issues, and prior to joining the Biden Administration and the Office of Secretary Blinken in 2021, Joseph spent nearly ten years practicing law at a major American law firm. In addition to the New York office, Joseph worked in the law firm’s United Arab Emirates and Saudi Arabian offices and brings deep expertise and relationships to the team he works with at the Department of State.

Joseph previously served as a legal analyst for The Carter Center during periods of transition in key Middle Eastern nations. He also externed at the California Supreme Court for the Honorable Justice Ming W. Chin. Over the course of his academic career, Joseph served as the Co-Chair of Harvard’s Electoral Politics Professional Interest Council, and Harvard’s Diplomacy and Foreign Affairs Professional Interest Council.

Joseph holds a Masters in Public Administration from the Harvard Kennedy School of Government, a Juris Doctor from the University of California, San Francisco College of the Law (Hastings), and a Bachelor of Arts from the University of California, Los Angeles, and is an Orange County, CA native.



REBECCA FERTZIGER

Rebecca Fertziger, a 2023 ICAP/USAID Fellow, joined the USAID/Dominican Republic team in December 2020 as the Health Office Director, managing an annual \$13.6 million HIV/AIDS portfolio as well as COVID-19 American Rescue Plan resources to support the DR in the pandemic response. In addition to managing a team of 18 staff and building relationships with the Government of the DR and key donors and stakeholders to improve HIV/AIDS service quality and coverage for Haitian migrants, she plays an important role coordinating USG investments in the interagency, with the Centers for Disease Control and Prevention (CDC) and Department of Defense. She plays a key role in programming and overseeing resources by working closely with the Ministry of Health to identify key needs and priorities.

Rebecca has 20 years of experience in international development and 12 years of experience with USAID, including tours in South Africa, Democratic Republic of Congo (DRC), and Ghana. While Ms. Fertziger has spent over eight years in the African Region prior to coming to the DR, she started her career in Latin America as an exchange student in Chile and a Peace Corps volunteer in Panama. Ms. Fertziger holds a Master's Degree in public health from Johns Hopkins School of Public Health and a Bachelor's Degree in Spanish and Sociology from Bowdoin College.



AYLA FRANCIS

Ayla Francis, a 2023 ICAP/Humanity United Fellow, is a Senior Advisor for Policy & Government Relations at Humanity United, a philanthropic organization focused on advancing human rights. In her role, she works with her team to influence governments and multilateral institutions in pursuit of policy change and regulatory action that cultivate the conditions for enduring peace and freedom around the world.

Prior to joining Humanity United in 2022, Ayla worked at the U.S. Agency for International Development (USAID) in multiple roles over the course of 8 years. Most recently, she worked as the Director for Data & Outreach to support the agency's partnership with the U.S. International Development Finance Corporation. Prior to this, she worked in the Office of Development Cooperation, managing USAID's bilateral relationships with donor governments and supporting policy coordination within multilateral institutions such as the G7, the Organisation for Economic Cooperation and Development and the United Nations. She also served on the Administrator's Action Alliance for Preventing Sexual Misconduct, co-leading the agency's work to develop and sign on to three international policy commitments and an OECD Development Assistance Committee Recommendation focused on prevention and accountability.

Previously, Ayla worked in corporate citizenship and communications in the private sector; and served as a staffer in the U.S. House of Representatives. Ayla is on the 2022 CSIS-DINSN U.S. National Security & Foreign Affairs Leadership List and is a member of the 2023 Foreign Policy for America NextGen cohort. She holds a master's degree in International Business and Human Security from The Fletcher School at Tufts University and a bachelor's degree in International Studies from Baylor University.

She has a passion for ensuring that all people, especially youth, have access to arts education and has volunteered as a music and visual arts instructor for students with limited access for over a decade.



NURY GAMBARROTTI

Nury Gambarrotti, a 2023 donor-funded ICAP Fellow, serves as Legal Counsel for the Democratic staff on the Senate Foreign Relations Committee (SFRC). In this position, she is the lead person for all diplomatic nominations to come before the Committee. She is also the Counsel assigned to various policy portfolios in the Committee including the Western Hemisphere, South and Central Asia, and International Development, Energy and Environment portfolios, providing legal support in their legislative initiatives. In addition, she serves as the Ethics Officer for the Democratic Staff.

Prior to taking on the Legal Counsel role, Nury served as a Legislative and Policy Analyst on SFRC for six years. In this position, she assisted in many legislative initiatives that focused on security, economic development, and human rights in the Western Hemisphere. While serving in this position, she attended Law School in the evening. She has a J.D. from the George Washington University Law School, with a concentration on International and Comparative law, and a B.A. from Rutgers, the State University of New Jersey. She lives in Washington, DC with her husband and enjoys gardening, cooking, and traveling.



KARINA GARCIA

Karina G. Garcia, a 2023 ICAP/State Department Fellow, joined the Bureau of Intelligence and Research as an Intelligence Analyst on the European Union in 2021. Previously she was the Ecuador Desk Officer, helping to rebuild the U.S.- Ecuador bilateral partnership. Karina was a Political Officer in EUR/ERA covering Brexit, Eastern Partnership, and EU-Russia relations. She has served at Embassies Dublin and Bogota and interned at the U.S. Mission to the EU and in the WHA Front Office as a Pickering Fellow. Karina is currently the Chief of Staff for the Hispanic and Latin Employee Council of Foreign Affairs Agencies, a DOS employee organization. Karina earned a MIA from SIPA at Columbia University and a BA from UCLA.



NAUREEN HAQUE

Naureen Haque, a 2023 ICAP/MCC Fellow, is the Associate Director for the Selection, Eligibility, and Policy Performance at the Millennium Challenge Corporation (MCC), where she helps guide MCC's annual country selection process, the monitoring of policy performance in MCC partner countries, and completion of strategic projects. Prior to joining MCC, Ms. Haque designed, managed, and implemented rule of law, human rights, and democracy and governance programs across the Middle East and North Africa with a variety of international non-governmental organizations. Ms. Haque holds a B.A. in International Politics and Economics from Middlebury College and a Masters of Public Policy from The London School of Economics and Political Science (LSE).



MICHAEL HAYES

Michael C. Hayes, a 2023 donor-funded ICAP Fellow, is an international affairs professional with over a decade of experience implementing United States policy and programs overseas. A career U.S. Diplomat, Michael has worked in various roles in Asia, Latin America, Africa, and Europe. He is a proud alum of Clark Atlanta University and a term member of the Council on Foreign Relations. Mr. Hayes currently serves as the Director for African Affairs in the National Security Council at the White House. In this role, he leads the coordination of President Biden’s foreign policy for Southern Africa and oversees economic initiatives, including trade and investment, across sub-Saharan Africa. Prior to the State Department, he worked as a Management Consultant for Booz Allen Hamilton. Michael is the founder of the Cornelius Travelers Foundation, a non-profit organization dedicated to supporting international travel for students at Historically Black Colleges. He is a native of the San Francisco Bay Area.



MARJON KAMRANI

Marjon Kamrani, a 2023 ICAP/State Department Fellow, has served as a U.S. Foreign Service Officer for over a decade. She currently oversees the regional Venezuela crisis in the Office of Western Hemisphere Affairs in the Bureau of Population, Refugees, and Migration. She previously worked on the Turkey Desk as an Economic Officer. She has also served in political and consular positions at U.S. Embassy Doha, U.S. Consulate Dubai, U.S. Consulate Ho Chi Minh City, and U.S. Embassy The Hague. Prior to joining the Foreign Service, Marjon served as a Teach For America corps member/Americorps member in Los Angeles, California in the Compton Unified School District where she taught middle school. She received a graduate degree from the LBJ School of Public Policy at The University of Texas and a B.A. from Miami University in Oxford, Ohio. She is married to a Dutch diplomat making tandem life even more complicated and is raising a precocious and strong daughter.



MIRA KIM

Mira Kim, a 2023 ICAP/State Department Fellow, is a management-coned Foreign Service Officer. Mira previously served in Baghdad as a Political Officer (Shia Watcher), NEA-SCA/EX as a Post Management Officer (India, Bangladesh, Sri Lanka, Maldives, and Nepal) and an Assignment Officer (SCA), Seoul as a Consular Officer (NIV/ACS), and Istanbul as an Assistant Management Officer (GSO/HRO). Previously, Mira worked for the City of Chicago’s liquor licensing commission and a boutique chocolate company in Chicago. Prior joining the Department of State, Mira lived in Copenhagen as an expat. Mira is a graduate of the University of Illinois at Chicago and Chicago-Kent College of Law. Mira speaks Korean, Arabic, and Turkish.



NYASSA KOLLIE

Nyassa Kollie, a 2023 ICAP/Peace Corps Fellow, has been working in the international and education sectors for nearly 10 years. She is a leader who prioritizes incorporating an ICDEIA lens throughout her work. Her areas of professional research are on decolonization in service and education programs, indigenous learning, teaching and education, and culturally relevant programming.

Ms. Kollie currently serves as a Regional Recruitment Supervisor for the Peace Corps and serves as the agency representative for the White House Initiative for HBCUs. Ms. Kollie has designed training programs on the role of urgency as a white supremacist vehicle in change management, supporting RPCV readjustment, and pre-arrival social and cultural support training for international graduate students.

Ms. Kollie holds a bachelor's degree from the University of Iowa in English and a master's degree from American University in International Training and Education Programs. In her free time, she can be found volunteering for local organizations like the Washington English Center, exploring Washington, D.C.---and buying copious amounts of house plants.



LELAND LAZARUS

Leland Lazarus, a 2023 donor-funded ICAP Fellow, is the Associate Director of National Security at Florida International University's Jack D. Gordon Institute for Public Policy. He is the technical expert on China-Latin America relations and manages a team of researchers and interns that collect data and analysis on US national security and governance in Latin America and the Caribbean.

From 2021 to 2022, Lazarus served as the special assistant and speechwriter to the commander of US Southern Command (SOUTHCOM). He advised the commander on a broad spectrum of policy considerations. From 2016 to 2021, Lazarus was a US State Department foreign service officer, serving as deputy public affairs officer at US Embassy Barbados and the Eastern Caribbean; consular officer at the US Consulate General in Shenyang, China; and Pickering fellow at US Embassy Beijing and the China Desk in Washington, DC.

Before joining the US government, Lazarus worked as an associate producer at China Central Television and taught English as a Fulbright scholar in Panama. He leads the Diversity and Inclusion initiatives as a board member of the Fulbright Association and founded the Chinese Language Group under the National Association for Black Engagement in Asia. His articles and commentary have appeared on *The Washington Post*, *Foreign Policy*, the *Sinica Podcast*, TedX, and the *National Interest*.

Throughout his career, Leland has received awards such as the Joint Civilian Service Commendation Award from the US Department of Defense and the Distinguished Honor Award from the State Department. He is a Term Member of the Council on Foreign Relations and a nonresident Fellow at the Atlantic Council Global China Hub. Fluent in both Mandarin and Spanish, He holds an MA in US-China foreign policy from the Tufts University Fletcher School of Law and Diplomacy, and a BA in international relations from Brown University.



ALEXANDRIA MALONEY

Alexandria J. Maloney, a 2023 donor-funded ICAP Fellow, currently serves as the President of Black Professionals in International Affairs (BPIA) and as a visiting lecturer at the Cornell University Jeb E. Brooks School of Public Policy. She is a foreign affairs professional with nearly a decade of social impact experience. Her passion for supporting DEI+ efforts stems from her personal experience as a Black woman navigating the foreign affairs field with past experience, including the U.S. Department of Defense and White House Initiative for HBCUs.

By 30, she was named one of the “Top 100 Most Influential People of African Descent”, a “Forbes 50 Champion” for Black and Brown communities, and Distinguished Alumni of the Year at her alma mater in Italy for her leadership in building ecosystems to educate, prepare, and empower an organic reach of over 60,000. During the pandemic, she co-founded “The World is Watching BLM”, a global coalition supporting the international Black Lives Matter movement resulting in her as a featured speaker at the United Nations, G20 Civil Society Summit, and others.

A Maryland native with a passion for community engagement work, Alexandria is a founding chair of Foreign Policy for America’s NextGen Diversity in National Security (DINS) Working Group. She is a member of the Truman National Security Project, the European Leadership Network, and the Council on Foreign Relations Young Professionals Program.

Ms. Maloney holds a B.A. in International Affairs from John Cabot University (Rome, Italy), M.A. in International Studies from Morgan State University (Baltimore, MD), and MPA from Cornell University (Ithaca, NY). She is a member of Alpha Kappa Alpha Sorority Incorporated, Wake Robin Golf Club, and a junior board of trustee at JCU. Her expertise and interests span a host of foreign affairs, DEI, arts and culture, and public engagement matters.



YEMESERACH MEGENASA

Yemeserach “Yemi” Tessema Megenasa, a 2023 ICAP/USAID Fellow, is a Foreign Service Officer at the United States Agency for International Development (USAID). She is currently serving as a Private Enterprise Officer at USAID/Zambia, establishing impactful partnerships with the private sector to more sustainably address development challenges in health, agriculture, environment, education, and economic growth. Previously, Yemi worked on biodiversity conservation and the environment at USAID in Washington D.C.

After college, a tough but transformative field internship in Northern Kenya studying Grevy’s Zebra and other wildlife interaction with pastoralists inspired Yemi towards a career in nature conservation and to seek pathways for improved co-existence of people and nature. As a Program Officer at the International Union for Conservation of Nature based in Kenya, Yemi focused on engaging communities in protected area, forests, and marine ecosystem management in the Eastern Africa region. Following graduate school, Yemi joined the Wildlife Conservation Society in New York where she had the opportunity to coordinate USAID-funded projects on community-based landscape conservation in different parts of the world, including Central Africa, Central and South America, and Asia. More recently, as a consultant based in Lebanon, Yemi expanded her skills and focus by working with government agencies, international research institutions, and non-profits in Africa and the Middle East to design and manage programs to improve food security through better managed natural resources and adoption of climate resilient agri-food systems. Yemi has co-authored publications on a range of topics including, protected areas policies and management, community engagement for conservation, and food security.

Yemi has a master’s degree in environmental management from Yale University, and a bachelor’s degree in biology from the University of Eastern Africa. She enjoys spending time in nature, discovering new places, cultures, foods, and walking the streets of lively cities.



LORENZO MENDEZ

Lorenzo Mendez, a 2023 ICAP/Rockefeller Foundation Fellow, is a Principal on The Rockefeller Foundation’s Innovative Finance team. In this role, Lorenzo helps lead the Foundation’s program-related investment work, which consists of a growing portfolio of impact investments that support the Foundation’s philanthropic goals. In addition, Lorenzo serves on the Project Advisory Board for the Catalytical Capital Consortium, an investment, learning, and market development initiative launched by the MacArthur Foundation alongside the Omidyar Network and The Rockefeller Foundation.

Prior to joining The Rockefeller Foundation, Lorenzo was a member of the Higher Education, Non-profit, and Academic Medical Center finance teams at J.P. Morgan and Barclays, where he provided strategic investment banking services to clients. While at J.P. Morgan, Lorenzo served as a project manager for the firm’s Hispanic Leadership Forum, supporting development and retention efforts across the investment bank.

Lorenzo is a 2020 Council of Urban Professionals (CUP) NYC Fellow and was a 2019 Hispanic Association on Corporate Responsibility (HACR) Leadership Pipeline representative for J.P. Morgan. He holds a B.A. in financial economics with honors from the University of Rochester and is a CFA charterholder.



ANA MONZON

Ana Gabriela Monzon, a 2023 ICAP/USAID Fellow, is a Foreign Service Officer at the U.S. Agency for International Development (USAID). Currently, she serves as a Contracting Officer in the West Bank and Gaza USAID Mission, based in Tel Aviv and Jerusalem. Previously she worked in the civil service of the federal government in the HIV/AIDS Bureau in the Health and Human Services (HHS) Administration and at the Office of the Administrator of USDA's Foreign Agriculture Agency. Before working for the federal government, worked as manager in USAID contracting and recipient agencies.

Ms. Monzon has a B.A. in Political Science from Texas A&M University. She holds a Master's in Public Administration and a M.A. in International Relations from the Maxwell School of Citizenship and Public Affairs at Syracuse University. In her graduate studies, she studied abroad at Sciences-Po in Paris, France and interned at the U.S. government's Millennium Challenge Corporation in Indonesia and Department of Health's Substance Abuse and Mental Health Administration. Ms. Monzon is a recipient of two U.S. Fulbright fellowships; a U.S. Student Fulbright research fellowship in Brazil in 2012 and a Fulbright Public Policy fellowship in the government of Guatemala in 2017-2018 following completion of her graduate degrees.



SADIKSHYA NEPAL

Sadikshya Nepal, a 2023 ICAP/ILAB Fellow, is an International Relations Specialist at the International Labor Affairs Bureau, DOL where she covers research and policy for the Asia division in the *Office of Child Labor, Forced Labor, and Human Trafficking*. Her area of expertise is in the worst forms of child labor, forced and bonded labor, changing trends in human trafficking, and labor rights in India, Pakistan, Bangladesh, Nepal, and Bhutan. Prior to beginning her employment at ILAB, Sadikshya was the Immigration Fellow at the Bipartisan Policy Center’s Immigration and Cross Border Policy Project. At BPC, Sadikshya conducted research on immigrants in the workforce and the changing labor trends. She also contributed as a regular commentator on their weekly podcast “This Week in Immigration.” She is graduate of the Lyndon B. Johnson School of Public Affairs at the University of Texas at Austin where her master’s specialization was focused at the intersection of labor and migration, particularly in South Asia. She has also worked as a communication and program intern at the Center for Migration Studies of New York and a program coordinator at Harvard University’s Derek Bok Center for Teaching and Learning. She first discovered her passion for migration studies while working as a Case Manager with survivors of domestic and labor violence from South Asian and refugee communities. Later in graduate school, she became interested in labor and economic mobility and went on to publish papers on employment-based visas and reforms to the U.S. employment-based immigration system. She is originally from Kathmandu, Nepal and loves hiking, camping, trekking, and spicy Nepali cuisine.



HUYEN NGUYEN

Huyen Nguyen, a 2023 ICAP/USITC Fellow, is an International Economist at the U.S. International Trade Commission (USITC), where she has been an author and organizer for General Factfinding reports and other recurring reports on trade-related issues. She also performs economic analysis on various trade topics, such as the Distributional Effects of Trade on Workers of Ethnicity, the impact of China's soybeans on U.S. workers, and the impact of U.S. pork tariff relief on workers in Vietnam. Huyen is interested in learning data skills, such as using Python to generate weekly trackers for the Technical Assistance database and to create complex table visualization for recurring reports. Before joining USITC, Huyen worked for three years at the Central Bank of Vietnam and five years as a consultant for the Europe and Central Asia Team for Statistical Development (ECATSD) at the World Bank.

Huyen is an alumnus of American University, where she obtained her Master's degree in Development Economics, and Wright State University, where she obtained her Master's degree in Social and Applied Economics. Outside of work, Huyen loves watching her daughter perform dancing, playing games with her son, taking care of her garden, and practicing yoga in her free time.



CHUKWUDI NWADIBIA

Chukwudi Nwadibia, a 2023 ICAP/State Department Fellow, is a fifth tour, political-coned officer who joined the State Department in 2013. He currently serves as a Special Assistant to the Under Secretary for Political Affairs, with previous tours as an Economic Officer in Port-au-Prince, Haiti, Consular Officer in Islamabad, Pakistan, Political Officer in Conakry, Guinea, and, most recently, as a Crisis Management Officer and Senior Watch Officer in the Operations Center. Chukwudi holds a BA in Political Science from Morehouse College, a Master of International Affairs from Columbia University, and a Master of Public Administration from Sciences Po Paris. Chukwudi hails from San Francisco, California, speaks French and Haitian Creole, and is an avid basketball fan. He is also a member of Alpha Phi Alpha Fraternity Incorporated.



KAVITA PULLAPILLY

Kavita Pullapilly, a 2023 ICAP/Peace Corps Fellow, has served as the Peace Corps Country Director in Sri Lanka since January 2022. Prior to that, she was Country Director in Timor-Leste for five years. Kavita has worked extensively with Peace Corps since 2007. Prior to joining Peace Corps as a Country Director in 2017, Pullapilly served as an Expert Advisor (2014 – 2017) with Peace Corps, supporting EMA region Posts in developing and implementing their strategic priorities (Ukraine, Nepal, Thailand, Mongolia, Timor-Leste, Kyrgyzstan). In addition, Pullapilly was the Director of Programming & Training in the Philippines and Guyana (2007 – 2011). Pullapilly began her career in Peace Corps as a Volunteer in Ukraine (2004 – 2006).

Pullapilly is a seasoned international development and business leader with over twenty years of experience working in the public and private sectors. From 2011 to 2014, Ms. Pullapilly served as a producer and chief operating officer for the award-winning film production company, Sunny Side Up Films, Inc.

Prior to her segue into international development, Ms. Pullapilly worked in the private sector in strategic management & planning, finance and turnaround management. From 1994 to 2000, she worked at General Mills, Inc. as a senior manager on marketing and manufacturing teams, successfully managing operational budgets of over \$300 million. From 2000 to 2004, she worked as the Business Development manager for an academic publishing company. During this time, she led turn-around initiatives to reduce inventory by 75%, increase cash flow by 25%, increase current list of publications by 200% and increase positive net income for the first time in five years.

Kavita was born and raised in South Bend, Indiana. She graduated from the University of Notre Dame with a B.B.A. in Finance and holds a master's degree from Northwestern University's Kellogg School of Management. On the personal side, Kavita has traveled all over the world, has lived, worked or studied in Asia, Europe and South America. She speaks Ukrainian, Russian and Tetun fluently and is semi-conversant in French. She enjoys reading, cooking, singing and playing music, and spending time with friends and family.



EMILY SCOTT

Emily Scott, a 2023 ICAP/FAS Fellow, is a tenured Foreign Service Officer with the U.S. Department of Agriculture’s Foreign Agricultural Service. Currently, Emily is the Director of the Agricultural Trade Office at the American Institute in Taiwan, Taipei. It is Emily’s second Taiwan tour, having also served at AIT in 2012-16, followed by an assignment to Berlin, Germany as the Agricultural Attaché. She joined FAS in 2007 and worked in Washington, DC as an Agricultural Economist.

Throughout her career, Ms. Scott has been an advocate for justice, equality, and diversity. She has served as coordinator of Mission’s Federal Women’s Program and DEIA council as well as EEO counselor. In these roles, Emily uses her learned skills including creative communication to generate wide-ranging, impactful messaging on the importance of the DEIA tenants to improve the federal workplace. Most recently, a highlight of her outreach experience was participation in the 2022 and 2021 Asia Rainbow Ride, a three-day bike ride around Northern Taiwan aimed to raise funds for organizations that support LGBT+ freedom in Asia. As communicated by Secretary of State Blinken, Emily believes that a more diverse, equitable, inclusive, and accessible foreign service advances U.S. national security and economic stability.

She graduated from Colorado State University with undergraduate degrees in Animal Science and International Studies, and a Master’s degree in Agricultural Economics. She has lived in five countries and speaks three languages, though just one with confidence. She is a fifth generation Wyoming native, where her family still resides. She is married with two rambunctious children. In her scant free time, Emily enjoys craft beer and reading.



JOY SEARCIE

Joy Searcie, a 2023 ICAP/USAID Fellow, is the Deputy Director, Education, Democracy, and Governance Office, with the US Agency for International Development (USAID) Mozambique Mission. She has over 20 years of professional experience in international development. She joined USAID in 2009 as a Foreign Service Officer and has since served in Colombia, El Salvador, Ghana, Uganda and Mozambique. Her role focuses on the development, design and implementation of programs that promote democracy and good governance, including free and fair elections, human rights, civil society strengthening, and government accountability. She works with a variety of stakeholders including civil society organizations, government, UN agencies, and the private sector. Prior to joining USAID, Joy worked for the World Bank as a Senior Advisor on Diversity and Inclusion in Washington, DC, and for CARE International as a Senior Gender Equity and Diversity manager, promoting diversity and inclusion both within work practices and as part of poverty reduction programs. Joy has an MA of Law and Diplomacy from the Fletcher School, Tufts University, Boston, and a BA from Mount Holyoke College.



STEPHANIE STRAFACE

Stephanie Straface, a 2023 ICAP/State Department Fellow, is a Foreign Service Officer with the U.S. Department of State currently serving as the Press Officer for Central America and Cuba. She joined the Department as a Pickering Fellow in 2013 following two temporary assignments to the Desk of Poland and the U.S. Embassy in Vilnius, Lithuania. She has served two consular tours in Sweden and Afghanistan, a tour in the Operations Center with the Bureau of Intelligence and Research, was the Assistant Public Affairs Officer at the U.S. Consulate in Almaty, Kazakhstan, and the Public Diplomacy Desk Officer for Cuba and Nicaragua prior to her current role. Stephanie graduated from the University of Central Florida (Go Knights!) and received her MA in Diplomacy at Seton Hall University. She also completed the Women’s Leadership Program at Washington University at the Brookings Institute. Originally from sunny Florida, Stephanie is married, has three children and a guinea pig.



MICHELLE SUAREZ

Michelle Suarez Yamin, a 2023 ICAP/State Department Fellow, is currently a program officer in the State Department's Bureau of Educational and Cultural Affairs, working in the International Visitor Leadership Program On-Demand Division. Next summer, she will be heading to the U.S. Embassy in Managua where she will be serving as the Information Officer and Spokesperson. Her previous assignments include working as the Human Rights Officer on the Syria Desk, Assistant Cultural Affairs Officer in Kabul, Afghanistan, and Vice Consul in Mexico. Michelle entered the Foreign Service in 2012 as a Charles B. Rangel International Affairs Fellow, and currently serves as a Communications Chair for the Pickering and Rangel Fellows Association. She has a B.A. in International Relations and an M.A. in Global Communication, both from George Washington University and speaks Dari and Spanish. Michelle and her husband Andrew are a Foreign Service “tandem” and have their hands full with two children, ages 1 and 2.5.



HONORE TCHOU

Honore Tchou, a 2023 ICAP/USAID Fellow, is the USAID Senior Country Desk Officer for South Africa. He has worked at USAID for three years as a desk officer, covering Angola, Madagascar, and Mozambique, among others. Before joining USAID, Honore worked at the Department of Labor's International Labor Affairs Bureau where for five years, he designed and oversaw programs focused on child and forced labor, predominantly in Sub-Saharan Africa. A 2015 Presidential Management Fellow, Honore did his developmental assignment at the State Department on the Nigeria country desk. Honore also has experience working for NGOs, such as Jon Snow Inc. on USAID's DELIVER project; worked for the Liberian Government on issues of governance; and was a Peace Corps volunteer in Madagascar. Honore has degrees from Georgetown and UCLA. Outside of work, Honore "enjoys" learning to play golf, making and drinking coffee, and eating Costco pizza.



ABIGAIL TIERNEY

Abigail Tierney, an ICAP/FAS Fellow, currently serves as an International Trade Specialist at the U.S. Department of Agriculture’s Foreign Agricultural Service (FAS). Her portfolio focuses on pork and animal welfare issues in the western hemisphere. She has also helped to implement FAS’s Fellowship Programs (FP), including Cochran Fellowship Program.

Abby served in an elected position as the Community Service Coordinator for the FAS Junior Professional Advancement Committee. In this position, she developed innovative solutions to maintain volunteer activities during the pandemic, which included leading efforts to support group homes for girls, food banks, and state parks. She co-created the FAS Heritage Speaker Series initiative to promote diverse voices within the agency. In 2021, she was deployed as a case manager to Ft Bliss, TX to assist Health and Human Services manage an overflow of unaccompanied minors traveling to the U.S. from Latin America.

In 2020, Abby worked with “Voters Helping Voters” to register citizens in the Latino community to vote. From 2017 to 2019, she served as a volunteer with the U.S. Peace Corps in Panama where she worked in a small indigenous community and focused on agriculture, women’s rights and health. Through her career, she has mentored colleagues on professional and personal matters, and takes pride in her approachability and interpersonal skills. She earned a BS in Business Administration from Saint Louis University in 2017.



PILAR VELASQUEZ

Pilar Velasquez, a 2023 ICAP/ILAB Fellow, works in the International Labor Affairs Bureau at the U.S. Department of Labor, where she advises an 11-person team that designs and oversees initiatives to improve working conditions globally. Pilar has expertise in labor rights in the agricultural and mining sectors, and she advocates for the use of data and evidence to inform foreign assistance projects.

Pilar believes in lifelong learning, and she is always eager to learn new tools and skills. She participates in networks that promote innovation and she uses design thinking and systems approaches to solve problems.

Pilar was born and raised in Bogotá, Colombia, but her adopted home is Washington, D.C. She enjoys hiking, yoga, ultimate frisbee, and CrossFit. In recent years, she has taken up gardening and sewing. You can connect with her on LinkedIn.



AMANDA ZEIDAN

Amanda H. Zeidan, a 2023 ICAP/State Department Fellow, is a political coned foreign service officer and proud native of Peachtree Corners, Georgia. She is now serving as a Watch Officer in the Operations Center and recently finished her third tour as an NEA Staff Assistant where she had the opportunity to travel to nine countries in support of A/S Barbara A. Leaf. Amanda completed her first two assignments in Conakry, Guinea where she served as Acting Consular Chief and Rabat, Morocco where she served as Mission Morocco’s Human Rights Officer. Prior to State Amanda served in the Office of Senate Majority Leader Harry Reid as a Rangel Fellow, Department of the Treasury, Financial Crimes Unit; Community Economic Development Peace Corps Volunteer in Sheki, Azerbaijan; Coca-Cola Enterprises, and the Carter Center. She holds an M.S. from Georgetown University in Global Business Finance and where she was the recipient of Institute for the Study of Diplomacy’s Allen W. Dulles Graduate Fellowship and a B.A. from University of Nevada, Las Vegas where she majored in Political Science (with a concentration in political theory and Islamic politics). She is married and resides in Washington, D.C. with her partner who teaches French at the Foreign Service Institute. She is a Zamalek SC supporter by birth and a Paris Saint-Germain F.C. supporter by marriage.

SENIOR OFFICIALS, FACULTY, ALUMNI & STAFF

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

Loring Abeyta, M.Ed., Ph.D. (Korbel School of International Studies, University of Denver, 2005, with distinction), has turned her attention away from higher education to focus these days on elementary school education with special needs students. With a specialization in human rights and Latin America, her dissertation addressed the connection of indigenous Andean ceremonial traditions with the work of miners at Cerro De Pasco, Peru, and the labor conflicts between mine workers and the Cerro de Pasco Copper Corporation. Immediately after receiving her doctorate, Dr. Abeyta served as the Interim Principal Tutor and Director of the McBride Honors Program at the Colorado School of Mines; she was named as the John Wesley Iliff Senior Adjunct Professor of Religion and Society at the Iliff School of Theology; and she developed courses in foreign policy and national security at the University of Colorado Denver (UCD) Department of Political Science.

Dr. Abeyta taught at Iliff and UCD until 2017, when she made a life-changing career decision to move into elementary education. As Dr. Abeyta stated in her master's program application to the Stanley Teacher Prep Program, her university classroom crisis simulation exercises for her courses in foreign policy and national security evoked, with greater frequency, a compelling question from her students: "But what about the children?" Over several years of engaging with young adult learners in these exercises, Dr. Abeyta was deeply moved as she and her students learned the fate of children in situations of conflict, resource scarcity, and social instability. The fragility of life for these children has become ever more pronounced. The experience of designing and facilitating these classroom exercises, and fielding more frequent questions from students about the fate of children in these scenarios, turned Dr. Abeyta's mind more intently to considering effective interventions on behalf of children in conflict so that the next generations aren't damaged, limited, and constrained by the legacy of these situations. She considered traveling to refugee camps or other settings where children are caught in the fallout of conflict, scarcity, and trauma. As the global refugee conflict has become more acute, Dr. Abeyta realized that these children are here, in the Denver metro area, now. They are in our schools. Indeed, there are refugee children and other children with urgent needs in the classrooms where she currently works in the metro Denver area. Dr. Abeyta continues to follow her interests in the world of national security and foreign policy and hopes to write and speak about the connections between the welfare of children, global conflict, and global security.

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

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

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.

L'Tonya Davis is the first Chief Diversity and Inclusion Officer at the US Department of Agriculture. Ms. Davis is responsible for leading USDA in its ongoing efforts to improve diversity, equity, inclusion, and accessibility (DEIA) across the Department and will oversee the implementation of USDA's first-ever DEIA Strategic Plan.

Ms. Davis will work closely with executive leaders, employees, and staff experts to advance and sustain committed leadership and employee engagement for a high-performing and innovative USDA workforce. This work will require an engaged team that reflects the diversity of our nation and embodies USDA's values across headquarters and its field offices around the country and the globe.

Prior to joining USDA in March 2023, Ms. Davis was the director of the Office of Communications and Project Management in the FDA's Office of Regulatory Affairs (ORA). She led ORA's strategic communications, web and digital media, public affairs, project management, and executive secretariat activities. She also served as ORA's official executive champion for inclusion, diversity, equity, and accessibility.

Ms. Davis has a proven track record of advancing inclusion, diversity, equity, and accessibility. She developed the first diversity and inclusion three-year action plan for FDA's field organization, ensuring its alignment with strategic priorities; developed the first agency D&I program manager position; led the first-ever diversity and inclusion assessment to serve as a baseline to inform future actions; formed and led a geographically dispersed workgroup of more than 100 individuals to integrate and advance diversity and inclusion efforts across the country; and led the first six-month inclusive leadership cohort for more than 600 managers.

She has received numerous awards and recognition for her thought leadership in diversity and inclusion including FDA's Diversity in Action Awards for leading Courageous Conversations and for her contributions to the FDA D&I Strategic Plan.

Ms. Davis holds a Master of Public Management and a Bachelor of Communications from the University of Maryland, College Park. She completed the University of South Florida's Diversity, Equity and Inclusion certificate program, the Strategic Diversity and Inclusion Management program at Georgetown University as well as the New Inclusion Quotient, an Office of Personnel Management (OPM) diversity and inclusion program. She also completed the Leadership for a Democratic Society program at OPM's Federal Executive Institute.

Ms. Davis is the Co Vice-Chancellor of the African American Federal Executive Association and serves on the board of the Atholton High School PTSA. In her spare time, Ms. Davis enjoys real estate, traveling, cooking, and practicing yoga. She lives in Howard County, MD, with her teen daughter.

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 (ret.) Harriet L. Elam-Thomas, 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.

Lauri Fitz-Pegado is a speaker, author, advocate and advisor. Her memoir, [Dancing in the Dash: My Story of Empowerment, Diplomacy, and Resilience](#), published by Bold Story Press, shares her compelling journey around the world embracing activism and advocacy. She has had a remarkable life in the world of policy, politics and diplomacy and explores how her training in ballet provided ballast and grace throughout the rigors of her life and career. (<https://inthedash.live>) (<https://linktr.ee/laurifitzpegado>)

Cultural and commercial diplomacy are the hallmarks of Lauri's career working at the Voice of America, the U.S. Information Agency, and serving as a Foreign Service Officer in Mexico and the Dominican Republic. A former Assistant Secretary and Director General of the U.S. and Foreign Commercial Service, appointed by President Clinton, confirmed by the US Senate and serving under the late Secretary of Commerce Ron Brown, she managed 130 overseas and 90

domestic offices engaged in promoting US exports and advocating for US companies. Lauri was a senior executive at Hill and Knowlton and Gray and Company, and a partner at The Livingston Group. She also was a senior executive at Iridium, LLC, a mobile satellite company established by Motorola.

She now applies her communications, public relations, business and leadership experience to speaking, board service, teaching ballet, advising dance institutions, promoting artists, writing, and mentoring. Her focus is promoting equity, inclusion and support for marginalized communities engaged in the arts and foreign affairs. She is co-founder of Beyond the Ballet Barre (BTBB) (<https://beyondtheballetbarre.live>), dedicated to support ballet teachers and students of color in the District of Columbia, Maryland, and Virginia (DMV).

A Jones-Haywood School of Dance alumna, Lauri performed with the Capitol Ballet, Vassar Dance Theater, and Ballet Santo Domingo. She was inducted into Phi Beta Kappa and has a B.A. cum laude from Vassar College, M.A from the Johns Hopkins University School for Advanced International Studies (SAIS) and speaks Spanish and Portuguese.

Lauri has been a member of St. Alban's Episcopal Church for eighteen years and has served on the vestry (board of directors), Global Mission committee, WSA (funding entity for local non-profits), and was a founding lay member of the Spanish language service. She was a member of St. Alban's first Sacred Ground group, designed by the Episcopal Diocese to explore issues of diversity, equity, inclusion and belonging.

She serves on the board of directors of The Washington Ballet, the Association for Diplomatic Studies and Training, and Mother Jones. She is on the Advisory Board of the Ron Brown Scholars, is a Senior Advisor for the International Career Advancement Program (ICAP), and is a member of the Council on Foreign Relations, and the International Women's Forum.

Her children and grandchildren live in Scotland, Angola, and Mozambique.

Sajit Gandhi (ICAP 2009) is the Deputy Staff Director on the U.S. House of Representatives Committee on Foreign Affairs, with institutional oversight of the State Department. He has worked on several legislative efforts related to State Department modernization, oversight of U.S. assistance in Afghanistan and Pakistan, and human rights and democracy. He began his career at the National Security Archive, focusing on U.S. foreign policy towards India, Pakistan and Afghanistan. In 2004, Sajit joined the State Department as a Presidential Management Fellow and held several South Asia related assignments, including as India Desk Officer, political officer at the U.S. Embassy in Sri Lanka, and Deputy Communications Director to Richard Holbrooke, the Special Representative for Afghanistan and Pakistan. Sajit received an M.A. in Security Studies from Georgetown University's School of Foreign Service, and a B.A. in International Affairs from The George Washington University. He was a Term Member at the Council on Foreign Relations (2013-2018).

Jacqueline Hardware Glin (she/her/hers) (ICAP 2001) is the Assistant Vice President of Global Partnerships at the Global Fund for Women. Jacqueline brings more than twenty-five years of diverse professional experience in the development sector, including senior and program development, Chief of Party positions, evaluation, advocacy, community organizing, NGO

management, and civil society capacity strengthening. She has significant experience in managing complex programs in conflict and post-conflict settings, along with a proven track record designing and implementing high-impact, results-based programs in Sub-Saharan Africa, Latin America, and the Caribbean. Her technical expertise includes implementing USAID-funded youth, education and livelihood development programs, counter-violence extremism, youth, and governance. Jacqueline holds a Master's degree in International Management and a Bachelor's degree in Business Administration. She is fluent in English and French.

Ambassador (ret.) Lino Gutiérrez is CEO of Gutiérrez Global LLC, a consulting firm specializing on strategic advice for corporations interested in investing in Latin America and Europe. Until recently, he was also the Executive Director of the Una Chapman Cox Foundation, which is dedicated to a strong and professional Foreign Service. He serves as a member of the Foreign Service Grievance Board, is a professional lecturer at George Washington University, and is on the Board of the Institute for the Study of Diplomacy at Georgetown University.

In his 29-year Foreign Service career, Mr. Gutiérrez served six U.S. Presidents and 11 Secretaries of State. His last posting was as Ambassador to Argentina from 2003-2006. During his tenure, the United States and Argentina signed agreements on counter-terrorism and counter-narcotics cooperation, and container security. In 2005, Ambassador Gutiérrez welcomed President Bush to Argentina as he attended the Summit of the Americas.

Gutiérrez also served as Acting Assistant Secretary for Western Hemisphere affairs and Principal Deputy Assistant Secretary from 1999-2002. He led the Bureau of Western Hemisphere Affairs on September 11, 2001 and beyond. He accompanied Secretary of State Colin Powell to Lima, Peru for the signing of the Inter-American Democratic Charter, and returned with the Secretary's party to the United States on September 11, 2001. From 2002-2003, Gutiérrez occupied the George Kennan chair as International Affairs Advisor at the National War College.

In 1996, President Clinton nominated Lino Gutiérrez to serve as Ambassador to Nicaragua. While in Nicaragua, Ambassador Gutiérrez coordinated the relief effort after Hurricane Mitch. Other overseas postings included tours in the Dominican Republic, Portugal, Haiti, France and the Bahamas.

Ambassador Gutiérrez served as Senior Advisor to Secretary of Commerce Carlos Gutiérrez on Cuba transition and Latin America from 2007-09. In 2010, Gutiérrez Global LLC won a five-year State Department contract to direct and teach a course on the Southern Cone countries at the Foreign Service Institute. From 2008-2018, he was an adjunct professor at Johns Hopkins University.

Lino Gutiérrez has been the recipient of the State Department's Distinguished Honor Award, Superior Honor Award (twice) and Meritorious Honor Award (three times). He has also earned the U.S. Army's Civilian Award.

A native of Havana, Cuba, Gutiérrez has a master's and bachelor's from the University of Alabama, and also attended the University of Miami. After graduating from college, he taught social studies for the Dade County (Fla.) school system and the Urban League. He is married to

the former Miriam Messina from Santo Domingo, Dominican Republic. The couple has three daughters and six grandchildren.

Aysha House (ICAP 2010) is Vice President for the Millennium Challenge Corporation's Department of Congressional and Public Affairs where she oversees the planning, implementing, and overseeing of domestic and international communications, media relations, events, and digital and outreach strategies, and as well as strengthening MCC's relationships with Congress, NGO's, businesses, and the U.S. public.

Ms. House has a distinguished career in the U.S. government in both executive and legislative branches. Prior to joining MCC, Ms. House served as the Senior Advisor and Feed the Future Interagency Coordinator at USAID where she worked to advance the U.S. government's global food security efforts. Additionally, Ms. House advanced USAID's Diversity, Equity and Inclusion agenda (specifically a Founding Member of the Donald Payne Fellowship Program) and supported various Congressional efforts.

Ms. House has also served as the Director of External Affairs at the U.S. African Development Foundation, and Director of Congressional Affairs for the Overseas Private Investment Corporation (now the Development Finance Corporation). She brings extensive experience as a congressional staffer from serving in both the U.S. House of Representatives and U.S. Senate for over a decade.

Ms. House received a Master's degree in Political Management from The George Washington University and two Bachelor of Arts from Florida State University in Political Science and Interdisciplinary Social Science.

Dr. DJ Ida has over forty years of experience working with Asian American/Pacific Islander communities. She received her doctorate in clinical psychology and helped establish a number of organizations including the National Asian American Pacific Islander Mental Health Association, NAAPIMHA, where she serves as Executive Director. Dr. Ida works closely with AANHPI serving community-based organizations around the country and strongly believes that reducing disparities must use a broader whole health, public health approach that takes into consideration social determinants of health. In 2017 she received the inaugural Robert Wood Johnson Award for Health Equity for her focus on the impact mental health has on the overall health of AANHPIs. Dr. Ida has served on numerous boards including the US Dept of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA) Center for Mental Health Services National Advisory Council, Mental Health America, Annapolis Coalition for Behavioral Health, the Hogg foundation and the UC Davis, School of Medicine Center for Eliminating Health Disparities. She facilitated the statewide meetings for the California Reducing Disparities project for AANHPIs and was the primary author for the Office of Minority Health's Integrated Care for AANHPIs: A Blueprint for Action. Strengthening the service delivery system is core to Dr. Ida's work as she helped develop Growing Our Own to train clinicians on how to provide culturally and linguistically appropriate services; Achieving Whole Health to train community

members to become Wellness Coaches; the Mental Health Interpreters Training to train interpreters to work in mental health settings, Friends DO Make a Difference to develop mental health leadership among youth to raise awareness about what mental health is/is not, the mental health impact of racism, and the power of community services. In response to the growing anti-Asian hate, she convened a group of mental health advocates to create Asians in Focus and heART's hope to address the healing power of art.

Ambassador 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.

Arthur Jones 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 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.

Kadijha Kuanda is an ICAP Assistant and a rising second-year M.A. Candidate in the International Human Rights program at the Josef Korbel School of International Studies, University of Denver. Originally from Hamburg, Germany, Kadijha embarked on a life-changing

decision to move to the United States in 2018, where she achieved her summa cum laude B.A. in Political Science from Clark University in Worcester, Massachusetts, making her the first in her family to earn a degree.

During her time at Clark University, Kadijha devoted herself to community-building, as well as championing for the safety, visibility, and success of international students and students of color. As the Vice President and later the President of the Black Student Union, she orchestrated impactful community events, organized two week-long speaker series on racial equity and justice, and engaged in frequent dialogues with the University's Administration to ensure the establishment of vital campus resources for the well-being and mental health of all students. Kadijha's passion for social justice and human rights was further manifested during her role as a Research Assistant in Worcester, where she explored the impact of social media on solidarity among marginalized communities.

Currently, as a Graduate Fellow for the Community+Values Initiative, Kadijha leads a campus-wide storytelling initiative aimed at fostering connectivity, building community, and inspiring personal and institutional growth.

Beyond her academic pursuits, Kadijha actively extends her commitment to creating an inclusive society. As Program Coordinator and Rising President of The Korbel Graduate Students of Color, she fostered unity through events like the POC Alumni Event and a Community Dinner. In addition, Kadijha has been excited to be an Intern at ICAPFA this past summer where she further advanced her project management skills and contributed to organizing a speaker series on the impacts of recent SCOTUS decisions.

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

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

Prior to joining Astraea, Kerry-Jo served as Chief Operations Officer of the largest private sector foundation in the Caribbean, where she introduced ground-breaking programs in social entrepreneurship, special needs education, use of technology in education/literacy, and LGBTI activism. In 2020, she was recognized and honored for her contributions and expertise by Out in National Security and New America on the National Security and Foreign Policy LGBTQIA+ Out Leadership List for 2020 and was Co-Lead on the Biden Campaign LGBTQ+ Global Policy Committee, whose recommendations were included in the Presidential Memorandum on Advancing Human Rights of LGBTQI Persons Around the World.

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

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

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

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

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

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

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

Fatmata McCormack is currently Program Manager, Leadership Development Programs, in the United States Agency for International Development (USAID) Office of Human Capital and Talent Management of the Center for Professional Development. She is an Education Program Specialist with over 20 years of training program management at USAID. Fatmata's background and field of experience have focused on promoting professional development, leadership development training, and human capital development.

Prior to joining USAID, Fatmata worked in the private sector as a knowledge management specialist for AT Kearney, a consulting firm, and as a news researcher for Scripps Howard News Service.

Fatmata was born in Sierra Leone, West Africa. She received her Bachelor of Arts degree in English and Political Science from University of Minnesota and master's degrees in International Affairs and Journalism from Ohio University. Fatmata loves spending time with her family and she enjoys reading and watching documentaries. She lives in Laurel, Maryland with her husband, Geoffrey. They have two daughters and a grandson.

Whitney McDowell-Robinson, Ph.D., NCC, serves as the Vice President for Student Development & Engagement and a professor in the College of Education at Brenau University in Georgia. Prior to this appointment, she worked for Tougaloo College in Mississippi, where she held numerous roles including Vice President for Enrollment Management and Student Services. Dr. McDowell-Robinson earned her Bachelor of Arts degree in Psychology from Tougaloo College, a Master of Science degree in Clinical Mental Health Counseling from Jackson State University, and her Doctor of Philosophy degree in Urban Higher Education also from Jackson State University.

Active in an array of professional and civic organizations, she served as the 2022-2023 Corresponding Secretary for the Jackson (MS) Alumnae Chapter of Delta Sigma Theta Sorority, Inc., 2020-2022 Director – College for the National Association of Colleges and Employers (NACE) Board of Directors, 2020-2021 Jackson Workforce Leadership Academy Fellow for the Aspen Institute, and the 2018-2019 President of the Mississippi Association of Colleges & Employers (MACE). Additionally, she is a member of the Junior League of Gainesville Hall County, the Girl Scouts of Historic Georgia, the Mississippi Association of International Educators (MAIE), the National Career Development Association (NCDA), the Mississippi Counseling Association (MCA), the Southern Association of Colleges & Employers (SoACE), the National Association of Student Personnel Administrators (NASPA), and a mentor within the International Career Advancement Program (ICAP).

Among numerous keynotes, publications, presentations, and grant awards, Dr. McDowell-Robinson is also the recipient of the 2021 Lifestyle Education and Resource Services' Community Service and Enhancement Award, 2020 NACE/Spelman Johnson Rising Star Award, the 2018 Outstanding Career Services Professional (MACE), a 2017 Boys & Girls Club of Southwest Mississippi Hall of Fame Recipient, and a 2017 Tougaloo College "40 Under 40" Award Recipient. Additionally, she is a national board-certified mental health counselor, and she often volunteers her services with local community organizations.

Dr. McDowell-Robinson and her husband, Larry, have two children, Kelcey and Makyah, and a fur baby, Frankie.

Miriam Messina-Gutiérrez, a native of the Dominican Republic, studied English as a Second Language at Annhurst College in Putnam, Connecticut, and obtained a degree from Siena Heights College in Adrian, Michigan. After graduation, she taught English as a second language at the APEC Institute and worked for the United States Embassy in Santo Domingo.

An art lover, Mrs. Messina-Gutiérrez studied at the Bidó Art School in the Dominican Republic, as well as with Michelle LeGallo in Paris, and Master Reynaldo Hernández in Nicaragua. She participated in art exhibits in Paris at the Hotel Talleyrand, Nicaragua at the Galería Josefina, and Argentina at the Metropolitan Museum of Buenos Aires.

While accompanying her husband in their diplomatic postings and raising her three daughters, Mrs. Messina-Gutiérrez dedicated much of her time to helping charitable organizations, such as the School for the Blind in The Bahamas, a local orphanage in Managua, and the British American Benevolent Society in Argentina. She also led the Embassy community effort to provide food and shelter to the victims of Hurricane Mitch in Nicaragua.

During her empty nest tour, Buenos Aires, she went back to one of her passions, poetry, and wrote and published a book of poetry, *Contigo un Momento*, with proceeds donated to charity. Music is another of her passions. She loves to write songs, and collaborated with Argentine singer María Puga Lareo, with whom she co-wrote the song “I have fallen in Love.”

At present, Mrs. Messina-Gutiérrez teaches Spanish at the Hollin Hall Senior Center in Alexandria, Virginia, and continues her volunteer work. She loves to sing and play the guitar, and is part of a local musical group that entertains at local functions. She continues to paint and study art. She and Ambassador Gutierrez have three daughters and six grandchildren in Philadelphia and Dayton, Ohio.

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.

Olga Nseli Muanda is an ICAP assistant currently studying to receive a master's in International Development (specializing in development in African countries with a certificate in Public Diplomacy) at the Josef Korbel School of International Studies at the University of Denver. She was born in the Democratic Republic of Congo and moved to the United States when she was fourteen years old. She has a bachelor's degree in International Relations from Georgia Gwinnett College. She is a returned Peace Corps volunteer who served in a small remote Muslim village

called Affia in northern Sierra Leone as an English teacher. Her service in Sierra Leone solidified her ambition to pursue foreign service to help people in African countries in the area of education.

She strongly believes that poor African nations can break the systemic cycle of poverty which has immobilized them from being able to procure basic survival needs to care for themselves and their families through education and vocational training. Education and vocational training will equip poor African communities with the ability to use the resources in their disposal to pull themselves out of poverty. She speaks four languages and some Spanish. She loves jigsaw puzzles and stands by the African philosophy of Ubuntu, which emphasizes collective community building.

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.

Amaka Ozobia initially pursued a career in human rights law, working with the federal government at US Citizenship and Immigration Service and in the nonprofit sector. After taking a Python coding class, she discovered a new career path in privacy technology and is excited to explore all the possibilities this new adventure holds.

Nnenna Ozobia, (ICAP 2009) MA, ACC (she/her), is a Co-Active® trained leadership and executive coach and group facilitator who partners with people to reframe leadership as a skill anyone can acquire, practice, and strengthen over time. She guides people through journeys to identify core values and strengths, build confidence and mental fitness, and better navigate relationships. This often involves micro-practices related to mindfulness, self-compassion, and self-regulation.

Nnenna is passionate about supporting professionals to learn, work, and talk across differences as well as democratizing access to coaching for racialized groups. She has held senior and managerial roles in a variety of institutions, including an 80-year-old leadership development nonprofit, a multi-billion-dollar healthcare system, a city health department, a social justice nonprofit, and various international financial institutions.

Nnenna holds a bachelor's from Stanford University, a master's from Johns Hopkins University, and is an Associate Certified Coach with the International Coaching Federation.

Maeve Richard is currently Career Services and Alumni Affairs Manager, Ford Dorsey Master in International Policy, Freeman Spogli Institute for International Studies (SoFi), Stanford University. She previously served as SoFi's first Head of Diversity, Equity, and Inclusion, where she designed and implemented structures that enabled SoFi to be more inclusive and supportive of its diverse employees. As Assistant Dean and Director of the Career Management Center at Stanford Graduate School of Business (GSB), she leveraged emerging technologies to improve and scale career development programs and resources to MBAs and alumni. Her corporate roles included working as CFO of Arteris Inc. where she was responsible for finance, accounting, control, and human resources functions. While CFAO of Stupski Foundation, she led mission support areas of finance, human resources, and information technology. As CFO and COO of Progress Investment Management Company, she revamped finance, human resources, operations, information technology, and administration functions. At McAfee, as VP Treasurer of McAfee,

she directed worldwide cash, investments, debt, risk, insurance, and credit and collections management. In addition, Maeve has held varying positions of increasing responsibility in corporate finance, relationship management, and treasury at SRI International, JP Morgan, Levi Strauss & Co., and Sun Microsystems.

Maeve's first love is international relations. She majored in International Economy of Industrial Societies at UC Berkeley. She lived in Germany as an exchange student and spent another year at the Universitat Heidelberg as a Rotary Foundation Fellow. She met her husband while working toward an MBA from Stanford GSB. Her proudest accomplishment is somehow managing to balance career, life, and becoming the mother of three human beings. Her best career and life advice is Oscar Wilde's -- "Be yourself, everyone else is already taken."

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

Edward Thomas (Tom) Rowe, Ph.D., is the founder and Director of the International Career Advancement Program (ICAP) and co-founded and is Senior Adviser and Treasurer of the Global Access Pipeline (GAP). He served for many years on the faculty, as Associate Dean and as Dean of what is now the Josef Korbel School of International Studies, and is currently Dean Emeritus there. 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 fur 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, and currently has a grant from the Open Society Foundations.

Professor Rowe grew up on a small farm in Michigan, 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 Charles Rangel Fellowship Program and for the Thomas Pickering Fellowship Program. Professor Rowe has been active in the community in Connecticut, Virginia and Colorado, including the Denver Committee on Foreign Relations.

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 Catalyst Award, recognizing individuals who have made an important impact benefitting the themed entertainment industry.

Ambassador Pamela L. Spratlen (ret.) is a diplomat, speaker and leader who spent nearly 30 years in the Foreign Service of the U.S. Department of State. She retired in 2019. On March 12 of this year, Secretary of State Anthony Blinken announced her position as Senior Advisor to the Health Incidents Task Force. In this role, she provided oversight to the department's efforts to support those affected by unexplained health incidents globally and strengthen State's interagency coordination.

Spratlen's leadership experience included 10 years in Central Asia, of which she served eight as U.S. Ambassador, first to Kyrgyzstan (2011-14) and then to Uzbekistan (2015-18). She also served as Deputy Chief of Mission (Deputy to the Ambassador) in Kazakhstan (2009-11) and in Washington as the Country Director/acting Deputy Assistant Secretary for Central Asia (2006-07).

Ms. Spratlen's senior Washington assignments include: Senior Advisor in the Office of the Inspector General (2018-19); Director of Western European Affairs (2008-09), Director of Central Asian Affairs and Acting Deputy Assistant Secretary (2006-08); Special Assistant to the Counselor to the Secretary of State (2005-06). In her early and mid-career with State she served in Guatemala City, Paris, Moscow, Vladivostok, Honolulu and Washington (1990-2005). She began her career as a VISTA volunteer in California, where she worked on a program to address the lack of low-income housing. She served for over eight years on the professional staffs of committees of the California Legislature, where she focused on higher education.

Ms. Spratlen received her bachelor's degree from Wellesley College and holds master's degrees from the Army War College and the Goldman School of Public Policy at U.C. Berkeley. Ms. Spratlen received numerous awards. She speaks Russian, French and Spanish. Ms. Spratlen was born in Ohio and raised on the West Coast in Washington state and California.

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.

Norma Rachaunda Toussaint (ICAP 2021) is a certified project manager professional (PMP) and the current President of the ICAP Fellows Association. She has over 15 years of experience providing project oversight for US Government-supported projects. As an international program specialist for the U.S. Department of Agriculture, Foreign Agricultural Service (USDA/FAS), she leads a project on strengthening sanitary and phytosanitary systems globally. Prior to USDA/FAS she led learning on sustainability, localization, and multi-sector integration as a Senior Advisor for Food Security at Mercy Corps. Her work experience includes food security, food safety, international trade, agriculture, international exchange programs, and adult education.

Born in Miami, Florida to parents of Haitian descent, Norma studied political science at the University of Central Florida and international affairs at American University. She also has a graduate certificate in sustainable agriculture and food systems from Tufts University, Friedman School of Nutrition Science & Policy. Whether professionally or academically, Norma looks for ways to bridge her lived and learned experience within food security together with inclusion and justice to advocate for a more equitable and sustainable food system for both people and planet. Norma resides in Washington, DC with her husband and daughter. In her free time, she enjoys Zumba and remixing Caribbean dishes, paying homage to her Haitian roots.

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

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

With her blend of academic excellence and practical experience, Stephanie is well-equipped to excel in her new role. She is enthusiastic about embracing new challenges and aims to play a pivotal part in enhancing global trade relations. Additionally, Stephanie's unwavering dedication

to fostering inclusivity and equity will undoubtedly shine through as she continues to make a positive impact in her professional journey as an International Trade Specialist.

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.