



# ICAP 2021

International Career Advancement Program

September 25-October 3, 2021

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](http://www.icapaspen.org)

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Denver, CO 80208  
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**ICAP 2021 is funded by contributions from ICAP alumni and friends, the U.S. Department of State, the U.S. Agency for International Development, the U.S. International Trade Commission, the U.S. Navy, the U.S. Department of Labor's International Labor Affairs Bureau, the U.S. Department of Commerce's Global Markets Bureau, the U.S. Department of Agriculture's Foreign Agricultural Service, the U.S. Department of Agriculture's Animal and Plant Health Inspection Service, the U.S. African Development Foundation, the U.S. Millennium Challenge Corporation, Amnesty International USA, the Business Roundtable, the Council on Foreign Relations, the Global Fund for Women, the Open Society Foundations, Women of Color Advancing Peace, Security and Conflict Transformation and the University of Denver.**

# INTERNATIONAL CAREER ADVANCEMENT PROGRAM

## DAILY SCHEDULE OF ACTIVITIES

Check in at the Aspen Meadows Resort/Aspen Institute. The reception will be in the Tisch Terrace and Gardens and the dinner and program will be in the Albright Pavilion in the Walter Isaacson Center.

## AGENDA

**Saturday, September 25, 2021**

### *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 (State Department)

## INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. If the weather permits, the “Ceremonial Beginning” will be in the meadow leading toward the Koch Center. All other daytime sessions will be in the Booz Allen Hamilton Room in the Koch Center. The dinner and the evening program will be in the Albright Pavilion at the Isaacson Center.

### AGENDA

#### Sunday, September 26, 2021

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-8:30 a.m.	<b>Session 2:</b> “A Ceremonial Beginning” Tink Tinker (Iliff School of Theology)
8:30-9:00 a.m.	<i>BREAK</i>
9:00-10:30 a.m.	<b>Session 3:</b> “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2018 Fellows
10:30-10:45 a.m.	<i>BREAK</i>
10:45-12:00 noon	<b>Session 3</b> (continued): “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2018 Fellows
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	<b>Session 3</b> (continued): “Participant Experiences and Perspectives on Diversity and Inclusion” Roundtable Discussion of Experiences of the ICAP 2018 Fellows
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	<b>Session 4:</b> “Dealing with the Impact of Bias and the Absence of Diversity, Equity and Inclusion” D.J. Ida (NAAPHIMHA) and Ashley Stewart (Independent Executive Coach)
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	<b>Session 5:</b> “Group Discussion: Responding to Bias and Discrimination” Latanya Mapp Frett (ICAP 2001, Global Fund for Women)

# INTERNATIONAL CAREER ADVANCEMENT PROGRAM

## DAILY SCHEDULE OF ACTIVITIES

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

## AGENDA

### Monday, September 27, 2021

- |                  |   |
|------------------|---|
| 7:00-8:00 a.m.   | <i>BREAKFAST</i>  |
| 8:00-10:00 a.m.  | <b>Session 6:</b> Career Workshop I: “Taking Control of Your Career”<br>Sandra Rivera (ICAP 1998, US ITC)   |
| 10:00-10:30 a.m. | <i>BREAK</i>  |
| 10:30-12:00 noon | <b>Session 7:</b> “Learning from Indigenous Thought and Practice”<br>Tink Tinker (Iliff School of Theology)   |
| 12:00-1:30 p.m.  | <i>LUNCH</i>  |
| 1:30-3:00 p.m.   | <b>Session 8:</b> “The Nexus between Racial Justice, Investing, Financial Literacy and Geopolitics”<br>Earl Carr (ICAP 2005, Pivotal Advisors)  |
| 3:00-3:15 p.m.   | <i>BREAK</i>  |
| 3:15-4:30 p.m.   | <b>Session 9:</b> Breakout Groups on the Special Issues Faced by Men and Women in International Careers<br>D.J. Ida (NAAPHIMHA) and Ashley Stewart (Independent Executive Coach)            |
| 4:30-5:00 p.m.   | <b>Session 10:</b> Reporting Back to the Plenary for General Discussion on Special Issues in International Careers<br>D.J. Ida (NAAPHIMHA) and Ashley Stewart (Independent Executive Coach) |
| 5:00-7:00 p.m.   | Individual Career Advising  |
| 7:00-8:00 p.m.   | <i>DINNER</i>   |
| 8:00-9:30 p.m.   | <b>Session 11:</b> “Moving Policy and Organizations toward Diversity, Social Justice and Inclusiveness: Part I”<br>Jamila White (ICAP 2017, Independent Development Professional)           |



## INTERNATIONAL CAREER ADVANCEMENT PROGRAM

### DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Breakout groups will meet in and around the Koch Center. The dinner will be in the Davis Commons or the Bernhard Room in the Isaacson Center.

## AGENDA

### Tuesday, September 28, 2021

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	<b>Session 12:</b> Career Workshop II: “Developing Your Network” Sandra Rivera (ICAP 1998, US ITC)
10:00-10:30 p.m.	<i>BREAK</i>
10:30-12:00 noon	<b>Session 13:</b> “Civility, Diplomacy and Leadership” Ambassador Harriet Elam-Thomas (University of Central Florida)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	<b>Session 14:</b> “Profession and Passion: Diplomat to ‘In the Dash’” Lauri Fitz-Pegado (In the Dash and Beyond the Ball)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	<b>Session 15:</b> “Leadership, Diversity and Non-Profits” Latanya Mapp Frett (ICAP 2001, Global Fund for Women)
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	<b>Session 16:</b> “A Career in Public Service Promoting Diversity: Lessons Learned” Maria Price Detherage (USAID)

# INTERNATIONAL CAREER ADVANCEMENT PROGRAM

## DAILY SCHEDULE OF ACTIVITIES

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

## AGENDA

### Wednesday, September 29, 2021

- |                  |  |
|------------------|--|
| 7:00-8:30 a.m.   | <i>BREAKFAST</i>   |
| 8:30-10:00 a.m.  | <b>Session 17:</b> Career Workshop III: “Building Your Authentic Brand”<br>Ashley Stewart (Independent Executive Coach)  |
| 10:00-10:30 a.m. | <i>BREAK</i>   |
| 10:30-12:00 noon | <b>Session 18:</b> “Moving Policy and Organizations toward Diversity, Social Justice and Inclusiveness: Part II”<br>Jamila White (ICAP 2017, Independent Development Professional) |
| 12:00-12:15 p.m. | Brief Introduction to the Working Groups Exercise for Saturday<br>Tom Rowe (University of Denver)  |
| 12:15-1:30 p.m.  | <i>LUNCH</i>   |
|                  | <i>AFTERNOON OPEN FOR HIKING OR OTHER RECREATION</i>   |
| 6:00-7:00 p.m.   | Individual Career Advising   |
| 7:00-9:00 p.m.   | <i>DINNER</i>  |

## INTERNATIONAL CAREER ADVANCEMENT PROGRAM

### DAILY SCHEDULE OF ACTIVITIES

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

## AGENDA

### Thursday, September 30, 2021

7:00-8:00 a.m.	<i>BREAKFAST</i>
8:00-10:00 a.m.	<b>Session 19:</b> Career Workshop IV: “Leveraging Networks” Maeve Richard (Stanford University)
10:00-10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	<b>Session 20:</b> "Policy Challenges for the Biden Administration 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.	<b>Session 21:</b> “Diversity in the Private Sector” Elena Mola (Corporate Attorney)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	<b>Session 22:</b> Breakout Groups: “Presenting Your Qualifications” <i>For Instructions for this exercise, see page 12 of this booklet</i>
5:00-7:00 p.m.	Individual Career Advising
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	<b>Session 23:</b> “Reflections on a Career of Service” Ambassador Pamela Spratlen (Independent Consultant)



## INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

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

### AGENDA

#### Friday, October 1, 2021

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	<b>Session 24:</b> ““The Tragic Science: How Economists Cause Harm (as They Aspire to Do Good)” George DeMartino (University of Denver)
10:00-10:30 a.m.	<i>BREAK</i>
10:30-12:00 noon	<b>Session 25:</b> “Policy Challenges for the U.S. in Africa” Singumbe Muyeba (University of Denver) and Abigail Kabandula (University of Denver)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-3:00 p.m.	<b>Session 26:</b> “What Everyone Should Know About the Global Financial System” Ilene Grabel (University of Denver)
3:00-3:30 p.m.	<i>BREAK</i>
3:30-5:00 p.m.	<b>Session 27:</b> “Rights of Migrants and Asylum-Seekers” Ved Nanda (University of Denver)
7:00-8:00 p.m.	<i>DINNER</i>
8:00-9:30 p.m.	<b>Session 28:</b> “Strategies for Personal Advancement: Know Thyself, Know the Truth and Know the System” Elena Mola (Corporate Attorney)

## INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

Breakfast and lunch will be in the Davis Commons in the Walter Isaacson Center. All regular sessions will be in the Booz Allen Hamilton Room in the Koch Center. Working Groups can meet wherever is convenient. The dinner and program will be in the McNulty Room at the Doerr Center.

### AGENDA

**Saturday, October 2, 2021**

7:00-8:30 a.m.	<i>BREAKFAST</i>
8:30-10:00 a.m.	<b>Session 29:</b> “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	<b>Session 30:</b> “The ICAP Fellows Association and Its Activities” Ivan Carpio (State Department)
12:00-1:30 p.m.	<i>LUNCH</i>
1:30-4:00 p.m.	Working Group Meetings
4:00-5:00 p.m.	<b>Session 31:</b> 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.	<b>Session 32:</b> Concluding Program

## INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

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

### AGENDA

**Sunday, October 3, 2021**

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

# INSTRUCTIONS FOR SESSION 22

## Session 22: “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 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

<b>Senior Mentor: Amb. Will Itoh</b> <ul style="list-style-type: none"><li>• Nicole Baden</li><li>• Irina Gonzalez</li><li>• Temitayo Ifafore-Caffee</li><li>• Stephane Laroche</li><li>• Rachel Okunubi</li><li>• Sangeeta Rana</li><li>• Matthew Spikes</li><li>• Courtney Woods</li></ul>	<b>Senior Mentor: Ashley Stewart</b> <ul style="list-style-type: none"><li>• David Bargueno</li><li>• Joanna Gonzales</li><li>• Brandi James</li><li>• Michael Marangell</li><li>• Cynthia Parmley</li><li>• Lana Schanz</li><li>• Alissa Tafti</li><li>• Norma Toussaint</li></ul>
<b>Senior Mentor: Elena Mola</b> <ul style="list-style-type: none"><li>• Ioana DiFiore</li><li>• Khalid Hafid</li><li>• Annette McGee Johnson</li><li>• Aashka Merchant</li><li>• Alexandra Pomeroy</li><li>• Geroldine Sicot</li><li>• James Yi</li><li>• Emily Yu</li></ul>	<b>Senior Mentor: Amb. Pamela Spratlen</b> <ul style="list-style-type: none"><li>• Adienne Dunham</li><li>• Tyler Hubler</li><li>• Teagan Judd</li><li>• Emma Mtiro</li><li>• Eileen Neave Purkeypile</li><li>• Vijai Singh</li><li>• Angela Woods</li><li>• Paola Zulauf</li></ul>

### Executive Core Qualifications

#### ECQ 1: Leading Change

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

## **ECQ 2: Leading People**

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

## **ECQ 3: Results Driven**

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

## **ECQ 4: Business Acumen**

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

## **ECQ 5: Building Coalitions**

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

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

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

## SESSION 31

# WORKING GROUPS

Each working group should designate one person to serve as a liaison with the ICAP Fellows Association, the Global Access Pipeline and the Council on Foreign Relations to represent ICAP 2021 in planning the Spring 2022 Conference on Diversity in International Affairs and the ICAP FA Reunion Meeting following that Conference. In addition, each Working Group is expected to develop a brief ***ICAP 2021 Action Plan*** to be presented to a meeting of the whole on Saturday afternoon, October 2<sup>nd</sup>. You may change groups if you wish.

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

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

**Issues Could Include:** ICAP is already part of the Global Access Pipeline (GAP) project (it was an ICAP grant from Ford that initially launched GAP) and will participate in the GAP/ICAP/CFR Conference on Diversity in International Affairs in the Spring of 2022 in Washington, DC, at the Council on Foreign Relations. What other types of programs for elementary or secondary school students ought to be undertaken? How might these be linked to college level and graduate programs? What measures ought to be taken at the college and graduate studies levels? How might these be linked to mid-career professional associations and leadership programs? What might the ICAP 2021 Fellows do to educate, guide and encourage individuals at these various levels?

**Action Plan:** What three or four *specific* things will be undertaken by members of ICAP 2021? *Who* in this working group will take the lead on those measures? *Who* will provide periodic progress reports to ICAP in Denver? Please ensure everyone signs up for specific tasks (and those names are given to the ICAP Assistants for follow-up).

#### **Working Group A Members (Others May Join):**

Nicole Baden  
Adrienne Dunham  
Khalid Hafid  
Brandi James  
Stephane Laroche  
Emma Mtiro  
Alexandra Pomeroy  
Lana Schanz  
Matthew Spikes  
Angela Woods



**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 2021 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 2021 alumni help to ensure the continued availability of adequate funding and develop fund raising ideas for the Alumni Association? What systems of mutual support among ICAP participants should be developed and how might they best be maintained? How can the ICAP Alumni Association be used and supported to advance our mutual goals?

**Action Plan:** What three or four *specific* things will be undertaken by ICAP 2021? *Who* in this working group will take the lead on those measures? *Who* will provide periodic progress reports to ICAP in Denver? Please be certain everyone signs up for specific tasks (and those names are given to the ICAP Assistants for follow-up).

**Working Group B Members (Others May Join):**

David Bargueño

Irina Gonzalez

Tyler Hubler

Annette McGee Johnson

Michael Marangell

Rachel Okunubi

Eileen Neave Purkeypile

Geroldine Sicot

Alissa Tafti

Courtney Woods

Paola Zulauf

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

**Basic Question:** After the week in Aspen, beyond reporting back to sponsoring agencies and advocating for continued support, what further activities by the ICAP 2021 alumni will help in the funding of ICAP and ensure a robust pool of applicants?

**Issues Could Include:** How can ICAP 2021 alumni help to ensure the continued availability of adequate funding and develop fund raising ideas? How can ICAP 2021 Fellows help to ensure government agencies and nonprofits will continue to support ICAP? How can ICAP 2021 Fellows expand the government agencies, nonprofits and private sector firms willing to sponsor participants? How can ICAP 2021 Fellows help ensure there will be funding in 2022 for Fellows from organizations unwilling or unable to sponsor participants?

**Action Plan:** What three or four *specific* things will be undertaken by ICAP 2021? *Who* in this working group will take the lead on those measures? *Who* will provide periodic progress reports to ICAP in Denver? Please be certain everyone signs up for specific tasks (and those names are given to the ICAP Assistants for follow-up).

### **Working Group C Members (Others May Join):**

Ioana DiFiore  
Joanna Gonzales  
Temitayo Ifafore-Caffee  
Teagan Judd  
Aashka Merchant  
Cynthia Parmley  
Sangeeta Rana  
Vijai Singh  
Norma Toussaint  
James Yi  
Emily Yu

## ICAP 2021 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.*

### **Mira Morton Luna – Room TBA**

<i>Sunday, September 26</i>	5:00 p.m.: Nicole Baden 6:00 p.m.: Irina Gonzalez
<i>Monday, September 27</i>	5:00 p.m.: Temitayo Ifafore-Caffee 6:00 p.m.: Stephane Laroche
<i>Tuesday, September 28</i>	5:00 p.m.: Rachel Okunubi 6:00 p.m.: Sangeeta Rana
<i>Wednesday, September 29</i>	6:00 p.m.: Matthew Spikes
<i>Thursday, September 30</i>	5:00 p.m.: Courtney Woods 6:00 p.m.: Emily Yu

### **Maeve Richard– Room TBA**

<i>Sunday, September 26</i>	5:00 p.m.: David Bargueno 6:00 p.m.: Joanna Gonzales
<i>Monday, September 27</i>	5:00 p.m.: Brandi James 6:00 p.m.: Michael Marangell
<i>Tuesday, September 28</i>	5:00 p.m.: Cynthia Parmley 6:00 p.m.: Lana Schanz
<i>Wednesday, September 29</i>	6:00 p.m.: Norma Toussaint
<i>Thursday, September 30</i>	5:00 p.m.: Alissa Tafti 6:00 p.m.: James Yi

**Sandra Rivera**– Room TBA

<i>Sunday, September 26</i>	5:00 p.m.: Ioana DiFiore 6:00 p.m.: Khalid Hafid
<i>Monday, September 27</i>	5:00 p.m.: Annette McGee Johnson 6:00 p.m.: Aashka Merchant
<i>Tuesday, September 28</i>	5:00 p.m.: Alexandra Pomeroy 6:00 p.m.: Geroldine Sicot

**Ashley Stewart**– Room TBA

<i>Sunday, September 26</i>	5:00 p.m.: Adienne Dunham 6:00 p.m.: Tyler Hubler
<i>Monday, September 27</i>	5:00 p.m.: Teagan Judd 6:00 p.m.: Emma Mtiro
<i>Tuesday, September 28</i>	5:00 p.m.: Eileen Neave Purkeypile 6:00 p.m.: Vijai Singh
<i>Thursday, September 30</i>	5:00 p.m.: Angela Woods 6:00 p.m.: Paola Zulauf

## MID-CAREER PARTICIPANTS: ICAP 2021 FELLOWS



**NICOLE BADEN**

**Nicole Baden**, a 2021 State Department/ICAP Fellow, is a Staff Assistant in the Bureau of East Asian and Pacific Affairs (EAP) Front Office. A member of the U.S. Department of State since 2011, she most recently served at the U.S. Embassy in Beijing, China as a Political Officer. Nicole completed her second tour at the U.S. Consulate in Shenyang, China, where she worked as the Fraud Prevention Manager. Her first tour was in Georgetown, Guyana where she worked as the Fraud Prevention Officer, Immigrant Visa Chief and American Citizen Services Chief at the embassy. Before joining the Foreign Service in 2013, Nicole worked in EAP's Office of Regional and Security Policy Affairs (EAP/RSP) and the Bureau of International Information Programs-EAP (IIP/EAP). Nicole is a recipient of the Charles B. Rangel International Affairs Graduate Fellowship. She received her bachelor's degree in communications from Howard University and master's degree in Asian comparative and regional studies from American University. While in college, Nicole also studied Mandarin overseas at Beijing Language and Culture University. Nicole was born and raised in Washington, D.C. In her free time, she enjoys watching and playing sports, shopping, studying Chinese, and reading.



**DAVID BARGUENO**

**David Bargueno**, a 2021 State Department/ICAP Fellow, is a Foreign Service Officer with the U.S. Department of State, currently serving as an economic officer on the Venezuela Desk in Washington, DC. His previous overseas assignments include Afghanistan, South Africa, Pakistan, and Brazil. He first joined the U.S. government in 2012 as a Presidential Management Fellow in the Secretary of State's Office of Global Food Security, where his portfolio focused on strategic partnerships with Brazil, India, and South Africa. His first language is Spanish, and he has also studied Portuguese, French, Zulu, and Urdu. Raised in southern California, he is an alumnus of Princeton and Yale. David is married with a step-son and two dogs.





**IOANA DIFIORÉ**

**Ioana DiFiore**, a 2021 State Department/ICAP Fellow, serves as Senior Advisor in the Office of Intellectual Property Enforcement in the Bureau of Economic and Business Affairs (EB). She leads State Department efforts and coordinate with U.S. embassies and the USG interagency (Office of the U.S. Trade Representative (USTR), U.S. Patent and Trademark Office, U.S. Copyright Office and others) on Department of State contributions to the annual, Congressionally-mandated, USTR Special 301 report on intellectual property rights. Ioana is also the office's expert on trademarks and World Intellectual Property Organization.

Ioana is one of the founding members of the Diversity and Inclusion Council in EB and she serves as the EB Equal Employment Opportunity Counselor for over three years. As Senior Advisor, she mentors less experienced officers in both technical aspects of intellectual property (IP) policy and tradecraft.

Prior to joining EB, Ioana served as an economic officer (trade and IP) at the U.S. Mission in New Delhi, India. Before joining the Department of State, Ioana served as international trade economist on antidumping investigations at the U.S. International Trade Commission. She performed a 13 months detail with the USTR in the Economic Affairs Office and provided economic analysis to facilitate the passage of three free trade agreements: U.S. – Korea FTA, U.S. – Colombia FTA, and U.S. – Panama Trade Promotion Agreement.

Ioana received her Masters of Arts in Economics and Masters of Arts International Relations from the Maxwell School of Citizenship and Public Affairs at Syracuse University and Bachelors of Arts also from Syracuse University. She is originally from Romania and speaks Romanian, English, Spanish, Italian, and French.

Ioana was born and raised in Romania and she immigrated to the United States at the age of 18. She is married to Nicholas DiFiore, a 24 years U.S. Army veteran. They have a 7-year-old daughter, Bianca, and live in Washington, D.C.



**ADRIENNE DUNHAM**

**Dr. Adrienne Dunham**, a 2021 USDA/APHIS/ICAP Fellow, is the Deputy Chief of Staff for the United States Department of Agriculture (USDA), Animal and Plant Health Inspection Services (APHIS), International Services (IS) office. Her career interests are centered in non-traditional, regulatory veterinary medicine. Dr. Dunham attended Tuskegee University where she earned a Bachelor of Science in Animal and Poultry Sciences and a Doctor of Veterinary Medicine degree. She completed a Master of Public Health at the University of Iowa. With an interest in animal production practices and food safety, Dr. Dunham started her federal government career with the USDA, Food Safety and Inspection Service (FSIS) as a veterinary student intern in 2005. After completion of a post-DVM internship focused in food safety and food defense policy and development, she transitioned into a government contractor position supporting USDA initiatives. In 2014, she returned to FSIS as a federal employee and served within the Office of Field Operations as a Supervisory Public Health Veterinarian; an Enforcement, Investigations and Analysis Officer; and a Frontline Supervisor. Before coming to IS in March 2021, she served as a Veterinary Medical Officer within the FSIS-Office of Public Health Science where her responsibilities included policy development, policy implementation and policy analysis as it relates to red meat and poultry slaughter and processing. She is a Diplomate of the American College of Veterinary Preventive Medicine.

Dr. Dunham is a native of Birmingham, Alabama.



**JOANNA GONZALES**

**LCDR Joanna “Joey” M. Gonzales**, a 2021 US Navy/ICAP Fellow, is Staff Judge Advocate, Naval Special Warfare Group-TEN. LCDR Gonzales was born and raised in Washington, D.C. She attended Creighton University in Omaha, NE and graduated with a B.A. in English and Philosophy. LCDR Gonzales worked for the Institute for Justice, and later the U.S. Senate Committee on Rules and Administration prior to entering law school. She attended Loyola University New Orleans College of Law, where she specialized in Maritime and International Law.

In May 2012, LCDR Gonzales graduated from law school and reported to Officer Development School and Naval Justice School. In December 2012, she reported to Region Legal Service Office Japan to complete her first tour. Before leaving Japan, she had the opportunity to deploy on the USS GEORGE WASHINGTON assisting the Strike Group Staff Judge Advocate.

From December 2014 to August 2016, LCDR Gonzales worked as the Assistant SJA for the United States Naval Academy Superintendent managing USNA’s Military Justice, Honor/Conduct cases and FOIA/Privacy Act portfolio. LCDR Gonzales reported to Region Legal Service Office Hawaii in August 2016. She completed her tour in HI as the Command Services Assistant Department Head, Special Assistant to the United States Attorney for RLSO Hawaii, and filled a critical manning gap as the Navy Region Hawaii SJA. From June 2019 – June 2020, LCDR Gonzales worked in Busan, South Korea as the Force Judge Advocate.

Her personal decorations include the Meritorious Service Medal, Navy and Marine Corps Commendation Medal, Air Force Commendation Medal, Navy and Marine Corps Achievement Medal (3 awards), Navy Meritorious Unit Commendation, Military Outstanding Service Medal, and the Korean Defense Service Medal.



**IRINA GONZALEZ**

**Irina Gonzalez**, a 2021 USDA/FAS/ICAP Fellow, has been an International Trade Specialist with the Foreign Agricultural Service Cooperator Programs Division for three years where she enjoys good fortune in working with a dynamic team of other Marketing Specialists and programmatic staff. She is primarily responsible for reviewing funding requests for a wide range of marketing assistance programs. She also works closely with the cooperator community to strengthen their programs through the prism of a results-oriented management framework and to serve as an access point to the rest of FAS.

Somewhat of a tumbleweed in FAS, Irina has been with the agency for over nine years and has worked in five different divisions, serving as everything from a Program Assistant to a Senior Management Analyst. Prior to her work at FAS, Irina spent two years working at the U.S. Agency for International Development, in the Bureau for Democracy, Conflict, and Humanitarian Assistance as well as Cisco Systems



**KHALED HAFID**

**Khaled Hafid**, a State Department/ICAP Fellow, is the acting Deputy Regional Director in the State Department's Bureau of Diplomatic Security, Directorate of International Programs (DS/IP) Africa. Prior to his current assignment, Khaled served as a Desk Officer in the Bureau of Overseas Buildings Operations, Office of Security Management, Site Security Operations (OBO/SM/SSO) NEA/SCA. Khaled has also served in OBO as a Site Security Manager (SSM) in Rabat, Morocco (2013-2014); Malabo, Equatorial Guinea (2011-2013); and Mumbai, India (2011). Additional tours include Dubai, UAE, and Antananarivo, Madagascar.

Prior to joining Department of State in 2011, Khaled served as a Cleared American Guard (CAG) and Construction Surveillance Technician (CST) Team Leader/Site Security Coordinator for four years. Khaled also served in the United States Marine Corps for nearly ten years. Khaled is originally from Brooklyn, NY. He has attended the University of Management and Technology for his bachelor's degree in Homeland Security and is a self-published author.

Khaled lives in Woodbridge, Virginia with his wife, Noor, three sons (Mohamed, Nasser, and Nabeel, and two daughters (Amina and Layla). In his free time, he enjoys spending time with his family, continuing his daily workout streak (approaching 1,000 days), and following New York professional sports teams, the Yankees, Giants, Knicks, and Rangers.



**TYLER HUBLER**

**Tyler Hubler**, a 2021 USDA/FAS/ICAP Fellow, is currently an International Trade Specialist in the U.S. Department of Agriculture Foreign Agricultural Service's (FAS) Multilateral Affairs Division. His portfolio includes coordination for the World Trade Organization's Technical Barrier to Trade Committee and policy research work for the U.S. Dairy and Sugar Tariff-Rate Quota Import License Programs. Prior to FAS, Tyler began his federal government career as a Presidential Management Fellow at the Department of Commerce's International Trade Administration. Tyler's career interests involve work in economic development and international trade, youth civic engagement, and public service. He speaks Arabic and has worked professionally on international development and trade programs for the Middle East and North Africa region. Tyler received his M.A. in International Affairs and Development from the George Washington University's Elliott School of International Affairs, a B.A. in Political Science from the University of Minnesota-Twin Cities, and he's a native of Cedar Rapids, Iowa.





**TEMITAYO IFAFORE-CAFFEE**

**Temitayo (Temi) Ifafore-Caffee**, MPH, a 2021 USAID/ICAP Fellow, serves as a Managing Director within USAID's Private Sector Engagement Hub. Her career spans 15 years, holding senior and director-level roles at the Human Diagnosis Project, the Public Health Institute, Johns Hopkins Medicine International, and the William J. Clinton Foundation Health Access Initiative. She also founded Global South Solutions, a small, woman and minority-owned business that provides strategic positioning expertise to small and mid-sized firms that want to grow their international portfolios. Temi received her M.P.H. from the University of Michigan School of Public Health and B.A. from Yale University. She is also a certified Project Management Professional (PMP).

Temi lives in Vienna, VA with husband and daughter. She eats her ice cream cone from the bottom up and one day dreams of building a log cabin from scratch. For leisure, some of her favorite hobbies include hiking, watching K-dramas, and using her Spanish whenever she can. Temi is a first-generation American, born in Nigeria and raised in the Bronx, New York.



**BRANDI JAMES**

**Brandi James**, a 2021 USADF/ICAP Fellow, is currently the Chief of Staff and Director of External Affairs for the U.S. African Development Foundation (USADF), helping keep a staff of 50 development practitioners on track to meet key performance indicators while investing in African SMEs and grassroots enterprises.

She previously worked as a Foreign Service Officer with the Department of State, assigned to France, Kenya/Somalia, Nigeria, Pakistan, and South Africa, and temporarily deployed to Chad, Ethiopia, Senegal, and Washington, D.C. Her contributions to advancing U.S. foreign policy primarily have focused on labor affairs and conflict mediation, refugee protection and assistance, democratization, countering violent extremism, development communications, and organizational management. She is a recipient of the joint U.S. Department of State and U.S. Department of Labor annual award for Excellence in Labor Diplomacy and several State Department awards.

Ms. James is an alumna of Teachers College, Columbia University and Howard University; Member of the Board for a memorial scholarship fund for American and South African scholars; Chairwoman of her Alpha Kappa Alpha Sorority, Inc. chapter's *HBCU for Life: A Call to Action* committee; and volunteer for DMV Black Restaurant Week. Originally from Georgia and a descendant of ancestors from Guinea Bissau and Sierra Leone, she resides in Washington, D.C. and enjoys searching for her next property investments, exercising outdoors, playing mas in Caribbean carnivals, relaxing on the beach, attending music festivals, eating spicy dishes, and supporting Black-owned businesses. She has traveled to nearly 60 countries and looks forward to exploring more, post COVID.



### **ANNETTE MCGEE JOHNSON**

**Annette McGee Johnson**, a 2021 ICAP Fellow, is currently Global Legal Counsel for Ashoka, a non-profit organization focused on the support and development of leading social entrepreneurs across the globe. There, Annette is instrumental to the Ashoka Venture and Fellowship Program, an incubator that has assisted more than 3,700 social entrepreneurs in more than 90 countries. Providing legal guidance and an advanced understanding of international development, Annette's work at Ashoka helps drive the organization's core goal of changing flawed systems and enhancing social good.

Annette is also the founder and Chief Executive Officer of Monjae Collective, a platform that supports African diaspora social entrepreneurs. At Monjae, Annette occupies the space of advocate and storyteller, helping to rewrite false and pervasive narratives about the continent and its people. To learn more about Monjae's mission to rebuild, rebrand and propel Africa, visit <https://www.monjae.com>

Annette holds a juris doctor from the University of Oregon and a Bachelor of Arts in International Affairs from Lewis and Clark College. After law school, she clerked for the Honorable Cheryl Albrecht with the Multnomah County Circuit Court in Portland, Oregon. After her clerkship, she returned to her birth country of Liberia where she participated in post-war peacebuilding and legal development. There, she worked with the James A.A. Pierre Judicial Institution at the Temple of Justice, Liberia's supreme court, to create instructional texts for magistrates. In addition, she established the Child Justice Section at the Ministry of Justice in Liberia and spearheaded the country's first juvenile diversion program.



**TEAGAN JUDD**

**Teagan Judd**, a 2021 CFR/ICAP Fellow, is an Assistant Director on the Meetings team at the Council on Foreign Relations (CFR) where she works with a team to conceptualize and lead events, symposia, and conferences for the Council's members. Prior to joining CFR, she served as the Associate Director of Programs and Membership for Off the Record Lecture Series (OTR). At OTR she worked with a volunteer Board of Governors to plan, organize, and run the longest running women's foreign policy lecture series in the U.S. Prior to moving to New York, Teagan worked for the Kostas Institute for Homeland Security Research as a research assistant, and served as the intern coordinator and a research assistant at the Boston Consortium for Gender, Security and Human Rights. She holds a Bachelor of Arts degree and a Master of Science degree in International Relations from Northeastern University, where her concentrations were international security and conflict resolution and negotiation respectively. Teagan also spent time at the UN headquarters in Geneva, as well as the University of Edinburgh, in Scotland, although she now resides in New York with her golden retriever, Saphron.



**STEPHANE LAROCHE**

**Stéphane Laroche**, a 2021 USAID/ICAP Fellow, is an economic development professional with a passion for good governance of resources to promote sustainable growth. Stéphane joined USAID as a Financial Management Foreign Service Officer in 2015. He is on his second overseas assignment in Nigeria where he is the Deputy Controller for USAID/Nigeria. Before that, he worked in Zimbabwe where he was a Financial Management Officer during his first overseas assignment. Prior to joining the Agency, he was a PMF with the Department of State and an international trade analyst with the Foreign Commercial Service. Before his USG years, he worked for the Brooklyn Federal Credit Union, a community development credit union, where he implemented financial literacy projects and prepared taxes for the unbanked and underbanked immigrant and low income communities of Brooklyn, NY. He's a civil affairs officer with the US Army Reserve. He spent some formative academic years at Concordia College-NY and the Fletcher School, Tufts University. Stéphane has lived in Abuja with his wife and two daughters since September 2018. He enjoys reading, running, music, sampling new cuisines, and learning from the world around him.



### **MICHAEL MARANGELL**

**Michael Marangell**, a 2021 ICAP Fellow, is a Commercial Officer with the U.S. Department of Commerce's International Trade Administration, and recently completed an assignment as Commercial Attaché and Acting Team Lead at the U.S. Embassy in Beijing. During his time in China, he and his team were responsible for promoting U.S. exports in the Aviation, Automotive, Education, Entertainment, Rail, and Tourism sectors. In August of 2022, Michael will begin his next assignment in Sao Paulo, Brazil.

Michael is a ten-year veteran of the U.S. Department of Commerce. Immediately prior to his assignment in Beijing, he served as ITA's Global Team Leader for Information & Communications Technologies, coordinating efforts among 200 colleagues in the United States and around the world.

During the 2020 COVID-19 pandemic, Michael served as Commerce Liaison to the Federal Emergency Management Agency. As Commerce Liaison to FEMA, Michael supported global sourcing of personal protective equipment and developed an interagency working group to clear more than 180 export shipments mis-detained under Executive Orders. Additionally, Michael worked with Commerce, State Department, and FEMA leadership to obtain White House approval for joint Commerce-State policies allowing the resumption of non-scarce medical product exports.

Michael holds a Bachelor of Business Administration, cum laude, in International Business from The George Washington University and a Leadership and Management certificate from the University of Pennsylvania's Wharton School of Business.





**AASHKA MERCHANT**

**Aashka Merchant**, a 2021 AIUSA/ICAP Fellow, has been with Amnesty International USA (AIUSA) for the past 8 years, starting as an intern and working her way up to her current role of Governance Officer, focusing on internal organizational management. Prior to AIUSA, Aashka has worked with the UN World Food Programme and the World Affairs Council. Aashka received her Bachelor of Arts in Political Science and Business from Temple University in Philadelphia, PA and her Master of Arts in Government and Politics/International Relations from St. John's University in Rome, Italy.



**EMMA MTIRO**

**Emma Kofa Mtiro**, a 2021 ICAP Fellow, is a Health Systems and Strategic Information Team Lead at USAID/Nigeria's Health, Population, and Nutrition Office. Emma's experience in public health spans 17 years in program management, monitoring and evaluation, health policy, capacity development, and education. Prior to joining USAID in late 2020, Emma worked for eight years with the Centers for Disease Control and Prevention in Rwanda and Tanzania for the President's Emergency Plan for AIDS Relief (PEPFAR). Emma also has experience working on domestic public health programs for local health departments and public health associations. Emma is known by her friends and colleagues as a steady source of support, loyal, observant, reflective, and a patient person. Born in 1979 in Washington D.C., Emma spent her childhood growing up in Riverdale, Maryland. Emma holds a Bachelor of Arts in Science and Technology Studies from Cornell University, a Master of Public Health in Health Policy and Administration from Yale University, and a Doctorate in Education from the University of New England. Emma is motivated everyday by her husband, two daughters; and inspired by her mother and late father who taught her values of humility and hard work. When she is not working, Emma enjoys spending time with family, taking walks, learning about cooking, eating, entertaining, gardening, television, dance, and stand-up comedy.



**RACHEL OKUNUBI**

**Rachel (pronounced “RAY-shell”) Okunubi**, a 2021 State Department/ICAP Fellow, serves as a Special Assistant to the Under Secretary of State for Political Affairs at the U.S. Department of State. As a member of the diplomatic corps, Rachel has served as the Political and Multilateral Desk Officer in the Office of Haitian Affairs, Watch Officer in the State Department Operations Center, Deputy Public Affairs Officer in Casablanca, Morocco, Vice Consul in Lagos, Nigeria, and Regional Public Engagement Specialist in Dakar, Senegal, where she covered 10 diplomatic missions and led regional trainings in Africa and Europe. Rachel earned a bachelor’s degree in anthropology from Princeton University and a master’s degree in cultural development studies, law, and diplomacy from the Fletcher School at Tufts University. A native of Washington, D.C., Rachel is Vice President of the Pickering and Rangel Fellows Association.



### **CYNTHIA PARMLEY**

**LCDR Cynthia J. Parmley**, JAGC, USN, a 2021 US Navy/ICAP Fellow, is currently the Navy Military Professor at the Stockton Center for International Law, U.S. Naval War College in Newport, Rhode Island.

LCDR Parmley has over a decade of experience in the international sector. In the Navy she has specialized in operational law with a particular focus on intelligence and cyber law, special operations, sensitive activities, and unique international jurisdictional matters. LCDR Parmley served as the first Chief, Operational Law, and Staff Judge Advocate, Joint Operations Group-Europe, at U.S. Special Operations Command Europe in Stuttgart, Germany. She has also served as Staff Judge Advocate, U.S. Naval Station Guantanamo Bay, Cuba; Deputy Staff Judge Advocate, U.S. Naval Support Activity Bahrain; and as a Judge Advocate at U.S. Naval Station Mayport, Florida.

Prior to her Naval service, LCDR Parmley worked as an intern and policy officer at the U.S. Department of State in the Bureau of African Affairs, at U.S. Embassy Libreville, Gabon and the Bureau of Conflict and Stabilization Operations in Washington, DC. She also completed internships in the international public sector at Freedom Now, The Fund for Peace, and the Delegation of the European Union to the United States.

LCDR Parmley earned a BA in Peace and Conflict Studies with High Distinction from UC Berkeley; a Diplôme d'échange from Sciences Po Paris; and a MA in International Affairs and a JD from George Washington University.



### **ALEXANDRA “ALEX” POMEROY**

**Alexandra “Alex” Pomeroy**, a 2021 State Department/ICAP Fellow, serves as a multilateral affairs officer in the State Department’s Bureau of East Asian and Pacific Affairs where she works on the U.S.-Australia-India-Japan Quad and other Indo-Pacific policy priorities. At State, Alexandra has worked at U.S. embassies in Beijing, Islamabad, and for the Bureau of International Narcotics and Law Enforcement Affairs. Prior to joining the Foreign Service, Alexandra worked in a research department for the World Bank Group. She is passionate about integrating diverse voices from civil society into diplomacy and development. Alexandra grew up as a “third culture,” kid and identifies as both Ugandan-American and a northern Virginian. She enjoys mentoring others, practicing and teaching yoga, and writing handwritten letters.



### **EILEEN NEAVE PURKEYPILE**

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



### **SANGEETA RANA**

**Sangeeta Rana**, a 2021 USAID/ICAP Fellow, has worked in global health diplomacy and public health for over ten years. She is currently the Branch Chief for Biomedical Prevention in the Office of HIV/AIDS at USAID. Sangeeta first joined USAID as an AAAS Fellow, and prior to that was a fellow at the State Department advising on health, science, and technology issues in sub-Saharan Africa. She has worked globally in public health medicine and policy, and researched health services and policies in the United States, Nepal, China, Brazil and Ghana. She has a medical degree from King's College, London, master's in public health from the Harvard School of Public Health, and bachelor's degree from the University of California, Berkeley.





**LANA SCHANZ**

**Lana B. Schanz**, a 2021 State Department/ICAP Fellow, is currently a Senior Program Analyst with the U.S. Department of State's Bureau of Diplomatic Security, International Programs Directorate. She joined the Department in August 2013. Ms. Schanz supports the Directorate on matters such as overseas staffing, policy and budget guidance, and strategic planning. She also manages DS's post security program review program, which is DS's primary security oversight mechanism for all overseas diplomatic and consular posts.

Prior to the State Department, she served as a management analyst in the Department of Veterans Affairs (VA) starting in August 2011. During her tenure at the VA, Ms. Schanz worked on information technology benchmarking and process improvement projects to modernize the VA benefits claims system. She managed several multi-million dollar IT contracts in the National Capital Region to upgrade IT infrastructure to streamline delivery of veterans benefits.

She has received numerous Meritorious and Superior Honor Awards for DS/IP strategic planning and process improvements, notably improving the Department's security program oversight process for more than 275 overseas posts, and several VA performance and group awards for improving IT systems and business practices to reduce the backlog in veterans' disability claims and save millions in U.S. taxpayer money.

Ms. Schanz earned a Bachelor of Science in Foreign Service from Georgetown University in 2011, and a Professional Certificate in IT Benchmarking from Stanford University in 2012. In 2010, she was selected to study European Union and NATO policies and governance at the Free University of Brussels in Brussels, Belgium.

Ms. Schanz lives in Falls Church, Virginia with her husband, Marc, and daughter, Sophia. In her free time, she enjoys making elaborate meals for her family, doing high-interval intensity training workouts to offset said meals, and traveling to California to visit her large extended family.



### **GEROLDINE SICOT**

**Geroldine Sicot**, a 2021 USADF/ICAP Fellow, is the Program Operations Coordinator at U.S. African Development Foundation (USADF). She is responsible to analyze the efficiency and effectiveness of Program operations; develop indicators for monitoring performance; make recommendations to policies and procedures; promulgate program guidance for applications across the division; and spearhead workflow changes and interrelated strategic priorities that impact the Program division. Previously, Sicot was the Regional Portfolio Manager for West Africa and Central Africa (WACA) overseeing the implementation of grants in ten countries in the region.

Ms. Sicot has over a decade of international development experience in Africa, spanning the power/energy, water and sanitation, education, tourism, land, agriculture, governance, and transportation sectors. Ms. Sicot previously worked at the Millennium Challenge Corporation (MCC) as a Portfolio Operations Officer, where she was responsible for improving results and streamlining the business processes of global programs within the Department of Compact Operations. Prior to that role, Ms. Sicot served as a Program Officer, managing and supporting teams responsible for developing and implementing MCC grant projects totaling more than \$1 billion in Zambia, Ghana, Namibia, Malawi, and Cabo Verde.

Ms. Sicot served in the Peace Corps as a Small Enterprise Development Volunteer in Burkina Faso.



**VIJAI SINGH**

**Vijai Singh**, a 2021 ICAP Fellow, has a Ph.D. in Global Affairs from Rutgers University-Newark. Her dissertation, “United States Use of Cyberweapons: Theory and Practice,” systematically explored the conditions under which the United States is likely to engage in offensive cyberwarfare. Additionally, she has a Master of Science in Global Affairs, a B.A. in Journalism and Mass Communications, a B.A. in History, and a Minor in Middle Eastern & Islamic Studies (Arabic concentration) from New York University.

Currently, Dr. Singh is a Public Information Officer at the United Nations Security Council Counter-Terrorism Committee Executive Directorate. She is also a Term Member at the Council on Foreign Relations, a Visiting Research Fellow at Rutgers University-Newark, and an At-Large Member of the Women’s Caucus of the International Studies Association. She also participated in Women in CyberSecurity’s mentee program. Next summer, she will start the MC/MPA program at the Harvard Kennedy School.

Before the U.N., Dr. Singh was a Senior Video Producer at the Natural Resources Defense Council and a Video Producer at the Council on Foreign Relations. Prior to CFR, she was a Producer at Hillary for America. Before this, she spent nearly a decade at The New York Times.



**MATTHEW SPIKES**

**Matthew A. Spikes**, a 2021 BRT/ICAP Fellow, is Senior Director of Government Affairs for the Business Roundtable. In this role, he is responsible for outreach to Capitol Hill and the Administration as well as managing advocacy campaigns and coalition building for the association of chief executive officers of leading U.S. companies.

He is also responsible for analyzing and advocating for federal legislative and regulatory policies that promote U.S. competitiveness, economic growth, and job creation. He currently supports the work of the Trade & International Committee, Tax Committee, Fiscal Policy Committee, Corporate Governance Committee, infrastructure Committee, Smart regulation Committee, and The Education and Workforce Committee. Spikes has led successful efforts on significant issues, most notably the United States-Mexico-Canada Agreement, the BRT Statement on the Purpose of a Corporation and corporate diversity and inclusion.

Spikes was instrumental in helping BRT draft and publish its first racial equity and justice recommendations and organizing the first BRT Chief Diversity Officer Fly-in.



**ALISSA TAFTI**

**Alissa Tafti**, a 2021 USITC/ICAP Fellow, is a specialist in international trade, economics, and foreign policy. She is currently a Senior International Trade Analyst in the Office of Industries at the U.S. International Trade Commission (USITC), where she focuses on international trade in agricultural goods, and previously spent five years as an International Economist in the USITC's Office of Economics. At the USITC, Alissa's work has covered a wide range of current international trade issues, including the impact of pesticide maximum residue limits on global agricultural production and trade, key restrictions to digital trade and their impact on U.S. competitiveness, the trade impacts of U.S. restrictions on Cuba, and the impacts of India's domestic and trade policies on the U.S. economy. Prior to working in international trade, Alissa worked in international development at the Institute for State Effectiveness (ISE), an international development NGO. At ISE, she worked with President Ashraf Ghani and Clare Lockhart on strengthening fragile states, with a focus on Afghanistan. Before moving to Washington DC, Alissa spent several years working in the film industry in Los Angeles.

Alissa has an M.A. from Johns Hopkins University School of Advanced International Studies and a B.A. from New York University.



**NORMA TOUSSAINT**

**Norma Rachaunda Toussaint**, a 2021 ICAP Fellow, is a certified project manager professional (PMP) with over 12 years of experience providing project oversight for US Government-supported projects in both not-for-profit and for-profit global environments. As a Senior Advisor for Food Security and Learning at Mercy Corps, she leads learning on sustainability and multi-sector integration on the IDEAL activity which is funded by USAID's Bureau for Humanitarian Assistance. Prior to joining Mercy Corps, she was a Senior Program Manager at Counterpart International (CPI) and led the food security portfolio, managing USDA and USAID projects based in Senegal and Mauritania. Before joining CPI in 2016, Norma was a visiting lecturer at the University of Nouvelle Grand'Anse, in Jeremie, Haiti, teaching a course on international organizations to Haitian farmers and agronomists.

She has a bachelor's in political science from the University of Central Florida and a master's in international relations from American University. She's currently enrolled in the Sustainable Agriculture and Food Systems graduate certificate program at Tufts University, Friedman School of Nutrition Science & Policy. Her work experience includes food security, agriculture, international exchange programs, and adult education. 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.





### ANGELA WOODS

**Angela Woods**, a 2021 State Department/ICAP Fellow, is currently the acting Deputy Executive Director at the Department of State, Bureau of Educational and Cultural Affairs (ECA). In this role she supports the Executive Director, in providing leadership, supervision, and oversight of executive office functions including human resources, information technology, procurement and support services, budgetary/financial management, grants management, amongst others. She permanently serves as an ECA Program Manager where she manages global exchange programs and assists the Chief with the overall management of the division. Prior to acquiring this position, she was a Program Officer providing programmatic and budget oversight of the Mandela Washington Fellowship for Young African Leaders (YALI), the Study of the U.S. Institute for Students on Social Entrepreneurship, Critical Language Scholarship (CLS) Program, Capacity-Building Program for U.S. Undergraduate Study Abroad, and other study abroad initiatives. In 2016, she worked in the Public Affairs Sections in Gaborone, Botswana and Accra, Ghana. Angela has over 15 years of experience in the areas of education and program management. Prior to joining the Department, she worked for seven years in various college and university settings. Angela holds a B.S. in Education from Syracuse University and a M.A. in Educational Leadership and Policy Studies from the University of Maryland, College Park.





### **COURTNEY “C.J.” WOODS**

**Courtney “C.J.” Woods**, a 2021 State Department/ICAP Fellow, joined the Foreign Service in August 2011. He currently serves as a Watch Officer in the State Department's Operations Center, which monitors world events, provides briefs for the Secretary of State and other senior USG officials, and facilitates communications between the State Department and the world. Prior to this assignment, C.J. served as a Policy Officer in the Bureau of Educational and Cultural Affairs (ECA), facilitating strategic coordination of ECA's wide range of academic, professional, and cultural exchange programs. As a Public Diplomacy-coned FSO, C.J. completed assignments as Public Affairs Officer in Timor-Leste and Assistant Public Affairs Officer in Cambodia. He also worked as a Consular officer in Rio de Janeiro, Brazil and held temporary duty consular assignments in São Paulo, Brazil; Lagos, Nigeria; and Gaborone, Botswana. C.J. is the recipient of multiple Superior and Meritorious Honor Awards as well as the Franklin Award. Born in Houston, Texas and raised in Eudora, Arkansas, he holds a Master's degree in Public Policy from the University of Southern California and a Bachelor's degree in Education from Morehouse College. During his academic studies, he received several scholarships and honors, including the Oprah Winfrey Scholarship, the Corella and Bertram F. Bonner Scholarship, and the Thomas R. Pickering Foreign Affairs Graduate Fellowship. Before joining the State Department, C.J. was an elementary school teacher and worked as a community service program coordinator at Morehouse and the Georgia Institute of Technology. He also served as a Peace Corps Volunteer in Mozambique. His languages are Portuguese, Khmer, Tetum and Spanish. C.J. is an avid sports enthusiast and a fan of the Yankees, 49ers, USC Trojans, Arsenal, and Botafogo. He is the proud husband of Gabriela, a climate change lawyer from Rio de Janeiro, and father to their two-year old son Gabriel, better known as G.G.



**JAMES YI**

**James Yi**, a 2021 USDA/FAS ICAP Fellow, currently works in the Foreign Agricultural Service handling plant trade with Southeast Asia. Prior to starting this position in 2020, James worked in the International Trade Administration for ten years and recently served as a regional trade manager for Asia. In this role, he helped American exporters in the energy, aerospace, and defense sectors secure contracts with national governments abroad. In 2019, James was detailed to the U.S. Embassy in Jakarta, Indonesia. While there, he helped a Virginia aquaculture firm develop a deal with the government of Indonesia to build a deep-sea fish farm that will use remote sensing technology to raise fish more sustainably. In 2016, James served as a liaison to the National Security Council working group on nuclear energy trade. This role required regular interagency coordination and engagement with intergovernmental organizations. In 2013, James served as Special Advisor to the Director General of the Foreign Commercial Service where he oversaw various initiatives involving human capital management and contingency planning. Prior to joining the federal government, he worked in the financial services industry for nine years and graduated from Georgetown University. James has completed certificate programs focused on emerging technologies and global business from Stanford University and Harvard Business School and trainings at the Foreign Service Institute on Asian studies.



**EMILY YU**

**Emily Yu**, a 2021 State Department/ICAP Fellow, joined the Foreign Service in August 2014. Prior to serving as the Taiwan Pol-Mil Officer, she worked in the Operations Center as a Watch Officer, served as the Human Rights Officer at U.S. Embassy Seoul, and a Consular Officer at US. Embassy Guatemala City. Before joining the State Department, she worked at Asian Americans Advancing Justice, a non-profit dedicated to advancing civil rights and was a product design associate at a start-up in Mountain View, California. She is a Thomas R. Pickering Foreign Affairs Fellow and studied fine arts at the University of Southern California. She holds a master's degree in International Affairs from Columbia University.



**PAOLA J. CANALES ZULAUF**

**Paola J. Canales Zulauf**, a 2021 USAID/ICAP Fellow, is an international development professional with over 15 years' experience in Latin America and the Caribbean on issues related to irregular migration, corruption, insecurity, and gender-based violence. She serves as a Senior Program Analyst and expert on strategic planning, budget and policy, and strategy implementation in the Bureau for Policy, Planning and Learning, Office of Strategic and Program Planning at the U.S. Agency for International Development (USAID). Previously, Paola served in the Latin America and Caribbean Bureau as Program Officer to the Central America and Mexico Missions, leading Congressional responses and supporting leadership with expert insight on budget and program decisions; and served as Regional Gender and Social Inclusion Advisor and oversaw programming addressing Trafficking in Persons, Indigenous Peoples, and Gender-Based Violence.

A first-generation immigrant from Honduras, Paola understands the plight of immigrants, and the impact violence, insecurity and corruption can have on a family's ability to overcome poverty. She has applied her background to elevate the importance of these issues and promotes proactive approaches that advocate for the vulnerable and mitigate unintended consequences. She is a proud Latina and member of Hispanic Employees Council of Foreign Affairs Agencies (HECFAA) and was recently selected by her office to be a member of the Committee for Diversity, Equity, and Inclusion in her Bureau. Paola is also actively engaged with her alma mater at Georgetown University, where she serves regularly as a mentor to first and second-year students of color.

Paola holds a Bachelor of Arts in Communication Studies from the University of Maryland Global Campus, and Master of Arts in International Affairs from Georgetown University. She loves the beach and is the most relaxed when surrounded by bodies of water. She resides in Maryland with her husband Joshua, and their two rescue cats, Maya and Stormy.

## SENIOR OFFICIALS, FACULTY, ALUMNI & STAFF

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

**Cayla Anderson**, an ICAP Graduate Assistant, is originally from Springfield, Ohio. Cayla earned her undergraduate degrees in International Studies (concentrating in Development in South Asia) and Economics from Kenyon College in Gambier, Ohio. As an undergraduate, Cayla worked as a student intern with the Department of State in the Economics Department of the United States



Embassy in Sri Lanka under Ambassador Atul Keshap. After graduating, Cayla worked as a Peace Corps Education Volunteer in Lesotho, Africa from 2018 until global evacuation in March 2020. Cayla is currently completing her master's degree in International Human Rights and is completing a certificate in Humanitarian Assistance at the Joseph Korbel School of International Studies, University of Denver.

**Ivan P. Carpio** (ICAP 2019) is Vice President of the ICAP Fellows Association and a civil servant in the State Department's Bureau of Western Hemisphere Affairs. Ivan is the subject-matter lead for security issues in the Office of Caribbean Affairs, and serves as the State Department's Coordinator for the Caribbean Basin Security Initiative - a security and rule of law assistance program benefitting thirteen countries. He previously served as a program officer in the State Department's Bureau of Narcotics and Law Enforcement Affairs, at different times working on Haiti, the Eastern Caribbean, Guyana, and Honduras country portfolios. From January to July 2017, Ivan was detailed to the U.S. House of Representatives where he worked for a member of the House Foreign Affairs Committee. He served as president of the State Department's Hispanic employee affinity group (HECFAA) from May 2017- May 2019, and remains an active member of the HECFAA Board. Ivan received his bachelor's degree from UC Santa Cruz and his law degree and Masters in International Affairs from American University. He grew up in San Ramon, California, and is a first-generation U.S. citizen of Peruvian descent.

**Earl Carr** (ICAP 2005) is the Chief Global Strategist at Pivotal Advisors based in New York City. His responsibilities include working closely with the firm's CEO and President to manage the Global Research Team and to develop and execute the firm's global thought leadership, and cross-border business development mandate. Mr. Carr possesses over twenty years of experience working in the private sector and non-profit business organizations. Earl is also an Adjunct Instructor at New York University's Center for Global Affairs. From 2014- December 2020, Earl worked as a Managing Director and then subsequently a Vice President for International Research at Momentum Advisors, an international wealth management firm. Earl joined Momentum Advisors from Morgan Stanley where he was a Vice President at the Institute for Sustainable Investing (ISI) working as a strategist and thought leader. Mr. Carr received his undergraduate degree from The College of William & Mary in International Relations and attained his Master's degree in International Affairs from American University. A devoted husband and father of two kids, Mr. Carr is a Board member at The Association for Diplomatic Studies & Training (ADST) and Board Director at The Global Institute of Financial Professionals (GIFP). He is a Senior Advisor to The International Career Advancement Program (ICAP) and also is involved in the Council on Foreign Relations. Mr. Carr is a member of The National Committee on United States-China Relations and also serves as an Advisor to Engage Asia. He was also a Kim Koo Fellow at the Korea Society, and previously spent three years as a Trustee and served as Chair of the Board of Trustees at Trinity Baptist Church. Earl has been quoted, cited, interviewed and or published articles in The McKinsey Quarterly, Center for Strategic & International Studies (CSIS), Financial Planning Magazine, Phoenix TV, Sino-Vision TV, South China Morning Post, and is a monthly columnist at Forbes.com. <https://www.forbes.com/sites/earlcarr/#7e5fe1b76429> Earl is fluent in Mandarin Chinese, and conversant in Japanese and Spanish. Mr. Carr is the Editor of the new book *From Trump to Biden and Beyond: Reimagining US-China Relations*, published by Palgrave Macmillan, September 2021. <https://www.trumptobiden.com>

**Susan Cossa**, an ICAP Graduate Assistant, is a PhD student at the University of Denver's Josef Korbel School of International Studies. She obtained her bachelor's degree in both Economics and Government at Smith College, Massachusetts. Susan is a Mozambican national who has studied in South Africa and the United States. This multinational experience has shaped her perspectives on the global political economy. Susan's research focuses on the implications of Sino-Africa relations for poverty reduction and development in Sub-Saharan Africa. She is currently working on three research projects. The first is a co-authored project which looks at Grand Strategies in China-Africa relations. The second project evaluates knowledge and technology transfers, or lack thereof, to African countries from China. The third project is a book review on China-Africa security relations. Susan works as a teaching assistant for the 'Contemporary Issues in the Global Economy' course and has lectured on inequality in the global economy. She is also a research scholar in the Korbel School's Institute for Comparative and Regional Studies (ICRS).

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

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

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

Before joining USAID, Ms. Detherage was the Director of the U.S. Department of Health and Human Services' (HHS) Strategic Programs Directorate and DCHCO. In 2005, Ms. Detherage was appointed by then HHS Secretary, Michael O. Leavitt, to serve as the first Executive Director for the Office of Medicare Hearings and Appeals. Ms. Detherage provided executive leadership, guidance and oversight for the newly established office of over 60 administrative law judges, 120 attorneys, and nationwide staff in the areas of management ranging from policy development and implementation on Medicare appeals procedures, to human capital, ethics, personnel security, training and development, national policy, budget, IT, and presidential mandates. Ms. Detherage also previously served as the HHS Director of Labor and Employee Relations Programs, providing corporate oversight for the labor and employee relations policies and programs at HHS, including



NIH, FDA, CDC, CMS, and other HHS entities. She was intricately involved in the planning, strategy, and execution of the Department's major initiatives. She served as a mentor to participants in the Senior Executive Service (SES) Candidate Development Program, Emerging Leaders Program, Presidential Fellows Program and Department-wide Mentor Program.

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

**Julie DeWoody** is the Executive Director of Development for the Josef Korbel School of International Studies at the University of Denver, where she develops comprehensive fundraising strategies and builds philanthropic relationships to advance the mission of the University. Previously, Julie served as Senior Director of Development at the University of Colorado Denver, where she managed the frontline fundraising team and led strategy for major and annual gifts. In her seven years at CU Denver she also served as a major gift officer, managed campaigns, and worked with campus partners to develop strategies for campus-wide priorities. Prior to entering higher education advancement, Julie spent thirteen years in political campaigns and fundraising in Colorado and Washington, DC, including six years as Campaign and Finance Director for Congressman Ed Perlmutter (CO-07). Julie was born and raised in Aurora, Colorado and earned two Bachelor of Arts degrees from the University of Colorado Boulder.

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

hundreds of Conferences, Celebrations, and Benefits including, but not limited to, the Centennial Gala Washington National Cathedral, Jacqueline Kennedy Onassis “The White House Years”, Congressional Medal of Honor Awards and branding for approximately 20 Presidential Inaugural events and half-a-dozen Political Conventions. Anne attended Carnegie Mellon University and George Washington University.

Anne holds a SPINNING® Instructor Lifetime Certification (current through 2036) and CPR / AED Certification (current through 2017) and has taught spinning for over 20 years at various health clubs and gyms in Washington, DC and Naples, Florida including the YMCA and Sports Club L.A. She had the pleasure of creating and implementing the “ICAP Moves” program, which provides circuit training, boot camp, and group fitness, exercises for ICAP conference participants.

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

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

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

**Lauri Fitz-Pegado** is a specialist with experience in cultural and commercial diplomacy; international trade, advocacy; strategic communications and crisis counseling; and service on

nonprofit boards. She has served the United States as a civil servant at the Voice of America, a Foreign Service Officer in the Dominican Republic and Mexico and a Presidential Appointee confirmed by the U.S. Senate at the Department of Commerce.

She served in the Clinton Administration's Commerce Department as Assistant Secretary and Director General of the Foreign Commercial Service (FCS) under the leadership of Secretary Ronald H. Brown, acting Secretary Mickey Kantor and Secretary William Daley. She managed Foreign Service Officers, promoted US exports, advocated for US companies competing for market share globally, and supported commercial diplomacy leading and managing a network of 90 offices in the US and 130 globally. An advisor to Democratic National Committee Chairman Ron Brown, she also was Director for Public Liaison on the Presidential Inaugural Committee (PIC) for the 42nd President.

Lauri was a vice president at Iridium, LLC, a groundbreaking global satellite telephony company created by Motorola. She has advised countries on normalizing diplomatic relations, trade agreements, lifting sanctions and resolving bilateral issues. She has counseled corporations, individuals, associations, and nonprofits on issues including crisis communication, branding and image, foreign direct investments and program development as a partner at The Livingston Group and a senior executive at Hill and Knowlton and Gray and Company.

Currently she supports and advises creative artists and institutions engaged in social justice, institutional stability, economic development and community inclusion. Her memoir *Dancing in the Dash My Story of Empowerment, Diplomacy and Resilience* was released in September 2021 (<http://inthedash.live>).

A Phi Beta Kappa graduate of Vassar College, she has a MA degree from Johns Hopkins University's School for Advanced International Studies (SAIS). She speaks Spanish and Portuguese. Her children and grandchildren live and work in Scotland, Angola and Mozambique.

**Latanya Mapp Frett** (ICAP 2001) is currently President and CEO of the Global Fund for Women. Previously, she was the Executive Director of Planned Parenthood Global, the international arm of Planned Parenthood Federation of America, with regional and country offices in Africa and Latin America. She quadrupled the size of the program in four years to become one of the most innovative and sustainable global health organizations in the field.

Ms. Frett worked for eight years as a human rights officer for the United Nations Children's Fund (UNICEF) and for 10 years with the United States Agency for International Development (USAID). Ms. Frett served as a delegate to the Fourth World Conference on Women in Beijing in 1995 and continues to fight for the human rights of women. An attorney by training, she began her career at the NAACP Legal Defense and Education Fund in Washington, DC.

She has received many honors and awards, including two Esteemed Meritorious Honor Awards from the U.S. government and the highest honor in civil service, the Superior Honor Award, from the U.S. State Department. Ms. Frett was one of 30 Foreign Service Officers honored with the Colin Powell Fellowship by then Secretary of State Condoleezza Rice.

Ms. Frett currently serves on the Board of Directors at Oxfam America and CHANGE, and is an Adjunct Professor of Population and Family Health at Columbia University's Mailman School of Public Health. Ms. Frett is a Woodrow Wilson Fellow and author of four U.N. human rights reports and manuals. She is a Returned Peace Corps Volunteer and Alum of ICAP. She is a member of the Council on Foreign Relations. She holds a bachelor of arts in government and politics, a master's in public policy, and a JD from the University of Maryland. Ms. Frett currently resides in San Francisco with her family.

**Ilene Grabel**, Ph.D., is currently Distinguished University Professor at the Josef Korbel School of International Studies, University of Denver. Dr. Grabel's research focuses on the political economy of international financial policy, multilateral financial institutions, and global financial flows; global financial governance; global, regional, and transregional financial architectures; developmental finance; the etiology, consequences, and mitigation of financial crises; capital control policies; central banking and currency boards; a post-American global financial order; and the financial systems of nations in the global south and global east. She is the author of *When Things Don't Fall Apart: Global Financial Governance and Developmental Finance in an Age of Productive Incoherence* (The MIT Press, 2017), which won the 2019 European Association of Evolutionary Political Economy Myrdal Prize, the 2019 International Studies Association International Political Economy Best Book Award, and the 2018 British International Studies Association International Political Economy Book Prize. Her previous book (with Dr. Ha-Joon Chang), *Reclaiming Development* (Zed Books/Palgrave MacMillan, 2004, 2014) was translated into Turkish, Korean, Spanish, Portuguese, Tamil, Malayalam, and Bahasa. Grabel has conducted commissioned research for the Division of Globalization and Development Strategies and UNCTAD/Group of 24, the Human Development Report Office of the United Nations Development Programme (UNDP); International Poverty Centre for Inclusive Growth of the UNDP; United Nations Women, for which she recently wrote a "think piece" on permissive multilateralisms to support a feminist plan for a just and sustainable recovery from COVID-19; the United Nations University/World Institute for Development Economics Research; and the NGOs Action Aid, Third World Network, and the coalition "New Rules for Global Finance." Here recent work can be found here: [https://ilenegrabel.com/journal\\_book\\_papers/](https://ilenegrabel.com/journal_book_papers/)

**D. J. Ida**, Ph.D., has over thirty-five years of experience with Asian American/Pacific Islanders and other ethnically diverse populations with a particular focus is on cultural competency and the impact mental health has on community's overall health and wellbeing. In 2016 she was awarded the inaugural Robert Wood Johnson Health Equity Award by the Asian & Pacific Islander Caucus for Public Health. She has helped establish numerous organizations including the National Asian American Pacific Islander Mental Health Association, NAAPIMHA, of which she now serves as Executive Director. She was invited to the first White House Conference on Mental Health in 1999 and served as a peer reviewer for *Mental Health: Culture Race and Ethnicity*, A Supplement to *Mental Health: A Report of the Surgeon General* (2001). Dr. Ida has served on numerous boards including the US Dept. HHS SAMHSA, Center for Mental Health Services, Mental Health America, Annapolis Coalition on Behavioral Health Workforce Education, UC Davis School of Medicine Center for Eliminating Health Disparities, the Hogg Foundation, the National Coalition of Asian Pacific Americans and the National Association of Multi-ethnic Behavioral Health Association. Seeing access to care as core to improving the health of the community, she has also helped create numerous training programs to improve the current service delivery system. These include *Growing Our Own* and *Growing Our Own: working with AAPI children/youth/and*

*families* to train clinicians on how to provide culturally and linguistically appropriate care; *Mental Health Interpreter Training* to increase the skills of interpreters in mental health settings; *Achieving Whole Health* to train community members on making personal whole health goals and *Friends DO Make A Difference* a mental health awareness campaign designed for college students.

**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.



**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.

**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.

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

**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.

**Kristen Noble** is the part-time Diversity, Equity and Inclusion Officer at the Josef Korbel School of International Studies at the University of Denver and leads initiatives across campus in equity and inclusion work. Kristen teaches Restorative Justice, and Power & Oppression at the graduate

level at the Josef Korbel School of International Studies and Exploring Global Citizenship at the undergraduate level at the University of Denver. Kristen's professional and research expertise focuses on restorative justice implementation in schools, communities and criminal justice settings. She is currently co-authoring an article on the intersection of social work and restorative justice in schools. Kristen specializes in customized restorative approaches to diversity, equity and inclusion, such as intercultural communication, implicit bias, micro-aggressions, power dynamics. She has a background in facilitating inter-group dialogue, conflict resolution practices, evaluation and organizational design consulting. She is the International Lead Facilitator for Restorative Justice Education at Colorado State University. She chairs the University of Denver's Restorative Justice Working Group. She serves on The Conflict Center's Adjunct Advisory Board for Restorative Practices and is a lead facilitator for Restorative Denver with the Denver County District Attorney's Office. Kristen has a BA in International Relations and Political Science from University of Denver and a MA in International Peace and Conflict Resolution from American University. Kristen enjoys being in the great outdoors of Colorado with her partner, two kids, and her dog.

**Wayne Norton** is Chief Talent Officer and Human Capital Manager with W.B.N. Consulting. He also is a Senior Recruiter/Regional Lead Recruiter for Tesla in San Francisco, California. He is a senior recruiting and business development consultant with 7+ years of experience recruiting top talent for companies ranging from Fortune 500 companies to start-ups. He has a successful track record in attracting and engaging active and passive talent at all levels by utilizing a strategic and tactical approach to search, recruitment and client management. He has extensive experience working successfully with C-Suite candidates to locate new opportunities.

**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."

**Abigail Richards**, an ICAP Assistant, is a Gambian-American scholar-practitioner born in D.C. and raised in the Gambia and the US. As a Gambian-American she has had to reconcile the tension in the hyphen of her identity, particularly growing up during the violent regime of a dictator in her home country. Through witnessing the realities of political corruption, poor governance, and human rights violations, Abigail is fueled to make sustainable and transformational change to address issues of systemic oppression. Abigail's research has consisted of deconstructing colonial frameworks to peace, development, and gender in armed conflict environments and the role of building youth resiliency and re-integration in conflict environments in Sub-Saharan Africa. Devoted to social justice, equity and the liberation of folks of color, particularly black womxn, during her time in academia, she continues to be reflexive of the impact of her research and continuously acknowledging decolonization as a process of historical awareness and dismantling – which institutions refuse to acknowledge.

Abigail is currently the Deputy Director at Young Women's Freedom Center, an organization committed to empower and inspire cis and trans young women, trans young men, and gender-expansive young people who have been disproportionately impacted by incarceration, racist and sexist policies, the juvenile and criminal justice systems, and/or the underground street economy, to create positive change in their lives and communities. She's been involved in civic engagement work in Egypt, Morocco, and Malawi, working with refugees fleeing persecution and oppressive regimes as well as, The Gambia, working with the U.S. Embassy and the Office of the Mayor on women's empowerment initiatives. She has a M.A. in International Development and Certificate in Humanitarian Assistance, and a M.A. in Conflict Resolution from the University of Denver, Josef Korbel of International Studies.

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

**Ambassador Peter F. Romero** (ret.) has over 43 years of international service. As a US diplomat (24 years), his most recent postings include, US Ambassador to Ecuador and Assistant Secretary of State for the Western Hemisphere Affairs. He has also been an investment banker, security advisor, lecturer and currently producer and co-host of the popular podcast American Diplomat. He has specialized in mitigating conflict in some of the world's most inhospitable hotspots. His mix of community-based solutions and cutting-edge technologies have created stakeholders as a bulwark against bad actors. His efforts to reduce violence and conflict have proven successful in

El Salvador, Colombia (he initially conceived and authored Plan Colombia), Ecuador, Peru, Panama and Lebanon.

He is sought-after for his expertise in mitigating the effects of Violent Non-State Actors (cartels, traffickers, terrorists, religious extremists, gangs, transnational organized crime and religious extremists). He teaches and lectures at: Marine Corps University, Quantico VA; US Army Command and General Staff College at Ft. Leavenworth; the Graduate School of Foreign Service at Georgetown University; and George Mason University.

He is the recipient of the Department of States': Baker Wilkins Award for "Superlative leadership of an overseas mission"; Equal Employment Opportunity for his, "unwavering commitment to EEO principles"; the Walter Stoessel Award for Leadership; The Secretary's Distinguished Service Award, bestowed by Secretary Colin Powell; The President's Distinguished Service Award "...exemplifying the highest standards of service to the public and reflecting great credit on the career Senior Foreign Service"; as well as several Superior and Meritorious Honor Awards. He is the creator and co-producer/host of the go-to podcast American Diplomat. Its unique mission is to entertain and inform the public with inside stories of our nation's career diplomatic practitioners.

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

Professor Rowe completed his undergraduate training at the University of Michigan and his MA and PhD degrees at the University of California-Berkeley. Professor Rowe's broad areas of specialization are in international politics and international organization, with particular attention to the United Nations, international human rights and conflict management and resolution.

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

**Ambassador Pamela L. Spratlen** 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.

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



Certificate in Leadership Coaching program. Ashley, his wife and their daughters reside in Maryland.

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

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

Upon achieving adulthood at age 21, Wilfred returned to Trinidad, and in short measure, joined the Trinidad and Tobago Police Service where he served with distinction for ten years. In 1968, ever in search of advanced education and better opportunities, he migrated to the United States and immediately became involved in Caribbean Organization activities which included promotion of Caribbean culture, economic endeavors and Caribbean Tourism as a part time travel agent. In 1971, he became a founding member and the first General Secretary of the celebrated Brooklyn Labor Day Carnival Parade. In August 2005, he was one of eight Caribbean nationals honored by the New York City Council for their contributions to the quality of life in New York City.

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

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

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

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

**Tink Tinker**, Ph.D., is a citizen of the Osage Nation (wazhazhe) and has been an activist in urban American Indian communities for four decades. Recently retired from the faculty at Iliff School

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

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

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

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

**Jamila White** (she/her) (ICAP 2017) is a racial equity and justice disruptor and global community development expert and advocate. Raised in Virginia and Southeast Washington D.C., Jamila



comes from a long line of powerful trailblazing women who instilled in her a deeply-rooted commitment to community service and social justice – values often learned right around her Grandmother's kitchen table. Jamila's work and impact cross borders and focuses on collaborative ways to ensure Black people at home and abroad have agency and power over their lives.

Previously working in Africa and the Caribbean for over a decade, Jamila is currently a small business owner. Her firm, blakQuity, tackles wealth and equity gaps in Black and Brown communities by bringing communities, funding, investment, partnership, and developmental resources together in sustainable ways.

Jamila is a trusted advisor serving the community in various leadership positions and programs, including currently representing Ward 8A as a locally elected member of Washington D.C.'s Advisory Neighborhood Commission, serving as the co-founder of the Geraldine N. Coleman “a Seat at the Kitchen Table” College Scholarship fund.

Jamila holds a bachelor's degree in Business Management from Hampton University and a Master's in Public Administration with a concentration in Economic Development and International Affairs from Indiana University. From her work to her community commitments, Jamila's life is guided by an underlying belief that all people deserve a dignified life, and she has dedicated her life to achieving that goal.

**Sammie Wicks** is a ten-year law enforcement professional who previously worked in various Memphis Police Department roles. Currently, he is assigned to the Aurora Police Department's Crisis Response Team. He spearheads the agency's Targeted Violence Prevention Program. Sammie has previously served as a Colorado Human Trafficking Council Data and Research Task Force member. He served as speaker and researcher at the University of Denver's Human Trafficking Center and is a board member at the Laboratory to Combat Human Trafficking, leading its policy committee. Sammie currently serves on the Colorado Preventing Targeted Violence team, driving statewide initiatives regarding terrorism and targeted violence prevention. He is also an advisory board member for the National Police Foundation's Center for Mass Violence Response Studies.

He is also an independent researcher focused on transnational organized crime in diaspora communities, terrorist propaganda, and violent social movements. His research has been published in Small Wars Journal, The Global Network on Extremism and Technology, The International Centre for Counter-Terrorism (The Hague), and The International Institute for Counter-Terrorism (Israel), the African Jihad, and the Institute for Security Studies (Africa). He holds an M.A. in International Security from the Josef Korbel School of International Studies at the University of Denver with a Middle Eastern and North African Religious and Political Thought specialization. He also holds a B.A. in History from Rhodes College.

**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.