



ICAP 2021

International Career Advancement Program

September 17-25, 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

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Denver, CO 80208
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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

Friday, September 17, 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 (ICAP 1997, State Department)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Saturday, September 18, 2021

- | | |
|------------------|---|
| 7:00-8:00 a.m. | <i>BREAKFAST</i> |
| 8:00-8:30 a.m. | Session 2: “A Ceremonial Beginning”
Tink Tinker (Iliff School of Theology) |
| 8:30-9:00 a.m. | <i>BREAK</i> |
| 9:00-10:30 a.m. | Session 3: “Participant Experiences and Perspectives on Diversity and Inclusion”
Roundtable Discussion of Experiences of the ICAP 2021 Fellows |
| 10:30-10:45 a.m. | <i>BREAK</i> |
| 10:45-12:00 noon | Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion”
Roundtable Discussion of Experiences of the ICAP 2021 Fellows |
| 12:00-1:30 p.m. | <i>LUNCH</i> |
| 1:30-3:00 p.m. | Session 3 (continued): “Participant Experiences and Perspectives on Diversity and Inclusion”
Roundtable Discussion of Experiences of the ICAP 2021 Fellows |
| 3:00-3:30 p.m. | <i>Break</i> |
| 3:30-5:00 p.m. | Session 4: “Coping with the Impact of Bias and the Absence of Diversity, Equity and Inclusion”
Arthur Jones (University of Denver)
Christine Chao (Independent Psychologist) |
| 5:00-7:00 p.m. | Individual Career Advising |
| 7:00-8:00 p.m. | <i>DINNER</i> |
| 8:00-9:30 p.m. | Session 5: “The Significance of Spirituals”
Arthur Jones (University of Denver) |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Sunday, September 19, 2021

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 6:** Career Workshop I: “Taking Control of Your Career”
Sandra Rivera (ICAP 1998, US ITC)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 7:** “Learning from Indigenous Thought and Practice”
Tink Tinker (Iliff School of Theology)
- 12:00-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 8:** “Putting Career Advice to Work in Uncertain Times”
Ven Neralla (Chief of Staff, Cong. Andy Levin, D-MI)
Chris McCannell (GrayRobinson Law Firm)
- 3:00-3:30 p.m. *BREAK*
- 3:30-5:00 p.m. **Session 9:** “The Pursuit of Equitable Policing: The US Experience”
Ajenai Clemmons (University of Denver)
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-10:00 p.m. **Session 10:** “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 will be in the Albright Pavilion in the Walter Isaacson Center.

AGENDA

Monday, September 20, 2021

- 7:00-8:30 a.m. *BREAKFAST*
- 8:30-10:00 a.m. **Session 11:** Career Workshop II: “Developing Your Network”
Sandra Rivera (ICAP 1998, US ITC)
- 10:00-10:30 p.m. *BREAK*
- 10:30-12:00 noon **Session 12:** “Effective Leadership: Lessons Learned”
Ambassador Lino Gutierrez (Una Chapman Cox Foundation)
- 12:00-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 13:** “Failing Up: Recovering from Setbacks and Disasters”
Ambassador Gina Abercrombie-Winstanley (State Department)
- 3:00-3:30 p.m. *BREAK*
- 3:30-5:00 p.m. **Session 14:** “Strategies for Personal Advancement: Know Thyself, Know the Truth and Know the System”
Elena Mola (Corporate Attorney)
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-10:00 p.m. **Session 15:** “Rights of Refugees and Asylum Seekers”
Ved Nanda (University of Denver)

INTERNATIONAL CAREER ADVANCEMENT PROGRAM

DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Tuesday, September 21, 2021

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 16:** Career Workshop III: “Reaching Your Full Potential as a Leader and Creating the Life You Want”
Marisa Rivera (Mpowerment Works)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 17:** “Emotional Intelligence and Career Development”
Samuel Sanchez (Internal Revenue Service)
- 12:00-12:30 p.m. Brief Introduction to the Working Groups Exercise for Friday
Tom Rowe (University of Denver)
- 12:30-1:30 p.m. *LUNCH*
- AFTERNOON OPEN FOR HIKING OR OTHER RECREATION*
- 7:00-8:30 p.m. *DINNER*

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

Wednesday, September 22, 2021

- 7:00-8:00 a.m. *BREAKFAST*
- 8:00-10:00 a.m. **Session 18:** Career Workshop IV: “Using LinkedIn”
Gihan Fernando (American University)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 19:** “Moving Policy and Organizations toward Diversity, Social Justice and Inclusiveness”
Jamila White (ICAP 2017, Independent Development Professional)
- 12:00-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 20:** “Is Democracy Threatened?”
Ambassador Peter Romero (Podcast: American Diplomat)
- 3:00-3:15 p.m. *BREAK*
- 3:15-4:30 p.m. **Session 21:** Breakout Groups on the Special Issues Faced by Men and Women in International Careers
D.J. Ida (NAAPHIMHA) and Samuel Sanchez (Internal Revenue Service)
- 4:30-5:00 p.m. **Session 22:** Reporting Back to the Plenary for General Discussion on Special Issues in International Careers
D.J. Ida (NAAPHIMHA) and Samuel Sanchez (Internal Revenue Service)
- 5:00-7:00 p.m. Individual Career Advising
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 23:** “Leadership, Diversity and Non-Profits”
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. Breakout groups will meet in and around the Koch Center. The dinner and program will be in the Davis Commons in the Isaacson Center.

AGENDA

Thursday, September 23, 2021

- 7:00-8:30 a.m. *BREAKFAST*
- 8:30-10:00 a.m. **Session 24:** “Profession and Passion: Diplomat to ‘In the Dash’”
Lauri Fitz-Pegado (In the Dash and Beyond the Ball)
- 10:00-10:30 a.m. *BREAK*
- 10:30-12:00 noon **Session 25:** “A Career in Public Service Promoting Diversity: Lessons Learned”
Maria Price Detherage (USAID)
- 12:00-1:30 p.m. *LUNCH*
- 1:30-3:00 p.m. **Session 26:** "Foreign Policy Challenges in Asia"
Ambassador William Itoh (University of North Carolina-Chapel Hill)
- 3:00-3:30 p.m. *BREAK*
- 3:30-5:00 p.m. **Session 27:** Breakout Groups: “Presenting Your Qualifications”
For Instructions for this exercise, see page 12 of this booklet
- 7:00-8:00 p.m. *DINNER*
- 8:00-9:30 p.m. **Session 28:** “Civility, Diplomacy and Leadership”
Ambassador Harriett Elam-Thomas (University of Central Florida)

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 will meet wherever they determine. The dinner and program will be in the Albright Pavilion in the Isaacson Center

AGENDA

Friday, September 24, 2021

- | | |
|-------------------|--|
| 7:00-8:30 a.m. | <i>BREAKFAST</i> |
| 8:30-10:00 a.m. | Session 29: “A Call to Action by ICAP Fellows”
Ernest Wilson III (University of Southern California) |
| 10:00 -10:30 a.m. | <i>BREAK</i> |
| 10:30-12:00 noon | Session 30: “ICAP Fellows Association Activities”
Chandrima Das (ICAP 2013, UN Foundation) |
| 12:00-1:30 p.m. | <i>LUNCH</i> |
| 1:30-4:00 p.m. | Working Group Meetings |
| 4:00-5:00 p.m. | Session 31: Working Group Reports |
| 5:00-7:00 p.m. | <i>OPEN</i> |
| 7:00-8:00 p.m. | <i>DINNER</i> |
| 8:00-10:00 p.m. | Session 32: Concluding Program |

INTERNATIONAL CAREER ADVANCEMENT PROGRAM DAILY SCHEDULE OF ACTIVITIES

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

AGENDA

Saturday, September 25, 2021

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

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

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

10:00-12:00 noon *OPEN*

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

GREET THE NEXT GROUP OF ICAP 2021 FELLOWS!

DEPARTURES

INSTRUCTIONS FOR SESSION 27

Session 27: “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 6-8 minutes) to explain why you are qualified and then the senior mentor and other members in your group will provide a critique. Although everything cannot be covered, the general criteria are the “Executive Core Qualifications.” These are given below the assignments in the table.

Breakout Groups

Senior Mentor: Amb. Gina Abercrombie-Winstanley <ul style="list-style-type: none">• Suemayah Abu-Douleh• Gabrielle Gueye• Natalie Gill Messah• Ingrid Paige• Brianne Sanford• Jarod Taylor	Senior Mentor: Amb. Harriet Elam-Thomas <ul style="list-style-type: none">• Florence Akinyemi• Monica Chavez• Fernando Moldonado• Shreena Patel• Abigail Spangler• Ileana Valle
Senior Mentor: Amb. William Itoh <ul style="list-style-type: none">• Jason Azevedo• Sara Christopher• Minh Le• Bryan Schell• Jay Sorensen	Senior Mentor: Elena Mola <ul style="list-style-type: none">• Jen Bauer• Juan Cruz• Jing Liu• Anthony Navarrete• James Shea
Senior Mentor: Amb. Peter Romero <ul style="list-style-type: none">• Tessie Brown• Jacques-Paul Etienne• Wossie Mazengia• Mei Mei Peng• Crystal Byrd Ogbadu	Senior Mentor: Amb. Pamela Spratlen <ul style="list-style-type: none">• Charlin Caster• Marie Ledan• Pratina Narajan• Andrew Reese• Trinisha Samuels

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 Friday afternoon, September 24th. 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):

Suemayah Abu-Douleh
Jen Bauer
Monica Chavez
Jacques-Paul Etienne
Minh Le
Natalie Gill Messah
Anthony Navarrete
Shreena Patel
Trinisha Samuels
Bryan Schell

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):

Florence Akinyemi
Tessie Brown
Gabrielle Gueye
Jing Liu
Fernando Moldonado
Crystal Byrd Ogbadu
Mei Mei Peng
Brianne Sanford
James Shea
Jarod Taylor

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 adequate 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):

Jason Azevedo
Charlin Caster
Juan Cruz
Marie Ledan
Wossie Mazengia
Pratina Narayan
Ingrid Paige
Andrew Reese
Abigail Spangler
Jay Sorensen
Ileana Valle

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.

GIHAN FERNANDO-Room TBD

<i>Saturday, September 18</i>	5:00 p.m.: Suemayah Abu-Douleh 6:00 p.m.: Tessie Brown
<i>Sunday, September 19</i>	5:00 p.m.: Juan Cruz 6:00 p.m.: Minh Le
<i>Monday, September 20</i>	5:00 p.m.: Fernando Moldonado 6:00 p.m.: Ingrid Paige
<i>Wednesday, September 22</i>	5:00 p.m.: Trinisha Samuels 6:00 p.m.: James Shea

SANDRA RIVERA-Room TBD

<i>Saturday, September 18</i>	5:00 p.m.: Florence Akinyemi 6:00 p.m.: Charlin Caster
<i>Sunday, September 19</i>	5:00 p.m.: Jacques-Paul Etienne 6:00 p.m.: Jing Liu
<i>Monday, September 20</i>	5:00 p.m.: Pratina Narayan 6:00 p.m.: Shreena Patel
<i>Wednesday, September 22</i>	5:00 p.m.: Brianne Sanford 6:00 p.m.: Jay Sorensen

MARISA RIVERA-Room TBD

<i>Saturday, September 18</i>	5:00 p.m.: Jason Azevedo 6:00 p.m.: Monica Chavez
<i>Sunday, September 19</i>	5:00 p.m.: Gabrielle Gueye 6:00 p.m.: Wossie Mazengia

Monday, September 20 5:00 p.m.: Anthony Navarrete
6:00 p.m.: Mei Mei Peng

Wednesday, September 22 5:00 p.m.: Abigail Spangler
6:00 p.m.: Jarod Taylor

SAMUEL SANCHEZ-Room TBD

Saturday, September 18 5:00 p.m.: Jen Bauer
6:00 p.m.: Sara Christopher

Sunday, September 19 5:00 p.m.: Marie Ledan
6:00 p.m.: Natalie Gill Mensah

Monday, September 20 5:00 p.m.: Crystal Byrd
6:00 p.m.: Andrew Reese

Wednesday, September 22 5:00 p.m.: Bryan Schell
6:00 p.m.: Ileana Valle

MID-CAREER PARTICIPANTS: ICAP 2021 FELLOWS



SUEMAYAH ABU-DOULEH

Suemayah Abu-Douleh, a 2021 State Department/ICAP Fellow, joined the U.S. Foreign Service in 2011 and is currently a member of the team working in the Department of State's Office of Regional Security & Arms Transfers (RSAT) within the Bureau of Political-Military Affairs. Before joining the RSAT office, she most recently served as a Staff Assistant for the WHA Assistant Secretary.

Prior to serving in Washington, DC she was the Cultural Affairs Officer (CAO) at U.S. Embassy Algiers. As the CAO, she created/facilitated cultural and educational programming that challenged extremism, supported women's entrepreneurship, and improved cultural ties between the U.S. and Algerian people. Suemayah has also served at U.S. Embassy Asuncion where she focused on creating educational programs of opportunity for Paraguayans living in remote isolated areas. Suemayah's first Foreign Service assignment was in the Consular and Public Affairs sections at U.S. Embassy Georgetown.

Suemayah is a native of Illinois. She received her bachelor's degrees in political science and mathematics from the University of Illinois at Chicago during which time she studied for a semester in Jordan. In 2011, she received her master's degree in international politics from American University in Washington, DC. In her free time, Suemayah enjoys volunteering in the community, training for 5K/10K/or half marathons (especially those that take place in Disney World), visiting new places, watching football especially the Green Packers, and going to the theater.



FLORENCE AKINYEMI

Florence O. Akinyemi, a 2021 State Department/ICAP Fellow, serves on the Montenegro Desk in the Office of South Central Europe. She received her PhD in Political Science in 2015 at the University of California, Los Angeles, her Master of Arts degree in Political Science (UCLA) in 2008 and earned a Bachelor of Arts degree at the State University of New York, Binghamton University, graduating magna cum laude. There, she majored in Political Science and Africana studies, with a minor in Economics.

At UCLA, Florence was awarded the Eugene V. Cota-Robles Graduate Fellowship, the UCLA International Institute Alice Belkin Memorial Scholarship, the American Political Science Association Minority Fellowship, the UCLA Center for Primary Research and Training Student Fellowship, the UC Diversity Initiative for Graduate Study in the Social Sciences Fellowship, and four research fellowships by the UCLA Graduate Division. She served as a teaching assistant, associate, and fellow on a wide range of courses. With the support of the National Security Education Program David L. Boren Fellowship for International Study, she conducted dissertation field research on ethno-religious conflict in Nigeria, examining the work of “Peace Entrepreneurs.” Her work focused on ethnicity, development, conflict, and religion and their impact on security.

Before coming to the State Department, she served as a Presidential Management Fellow at the Department of Homeland Security focused on biometrics, cybersecurity, and infrastructure protection. From 2018-2020, Dr. Akinyemi worked as a Georgetown/State Department Capitol Hill Fellow in the office of Congressman Gregory W. Meeks covering the foreign affairs portfolio.

Florence is a 2016 Atlantic Council Millennium Fellow and Council on Foreign Relations Term Member.



JASON AZEVEDO

Jason P. Azevedo, a 2021 State Department/ICAP Fellow, is a Foreign Service Officer currently posted in the Department of State's Bureau of Western Hemisphere Affairs. A Foreign Service Officer since 2011, Jason has served in São Paulo, Brazil; Abidjan, Côte d'Ivoire; Calgary, Canada; and Islamabad, Pakistan. In Islamabad, he served as the Deputy Management Officer in International Narcotics and Law Enforcement (INL) Office. At Consulate General Calgary, he served as the Management Officer. In Abidjan, Jason served as a General Services Officer. Jason worked on consular issues in São Paulo.

Prior to joining the Foreign Service, Jason worked as a contractor for USAID's Angola Essential Health Services and Training Program. Jason also worked at the Academy for Educational Development as an associate on the Fulbright Teacher Exchange Program. Jason is also the cofounder of the Trinity International Hip Hop Festival, the first and only large international hip-hop festival in the U.S. Materials from the festival are featured in permanent collection of the Smithsonian Museum of African American History and Culture.



JEN BAUER

Jen Bauer, a 2021 State Department/ICAP Fellow, currently serves as a Congressional relations officer in the Bureau of Global Talent Management's Office of Policy Coordination. Previously, she served as the Deputy Director for the Office of Caucasus Affairs & Regional Conflicts, covering Armenia, Azerbaijan, and Georgia, in the Bureau of European and Eurasian Affairs (EUR). She joined the State Department as a Foreign Service Officer in 2009 and has also served in Haiti, France, Nigeria, and the front offices of the Bureaus of Economic and Business Affairs and EUR. In Haiti, she worked on one of the largest Department evacuations in the wake of the 2010 earthquake. In France, she split her tour between covering nuclear energy issues as an Environment, Science, Technology, and Health Officer and working as a staff assistant for Ambassador Charles Rivkin. She served as Non-Immigrant Visa Chief in Lagos, Nigeria.

Jen earned a J.D. from Howard University School of Law and a B.S. in International Studies from Michigan State University. She hails from Michigan and is supported by her husband, eight-year-old daughter, and two rescue dogs.



TESSIE BROWN

Tessie Abraham Brown, a 2021 State Department/ICAP Fellow, is a career Foreign Service Officer in the Office of Iranian Affairs where she focuses on sanctions and economic issues. She previously served as a Consular Officer at Embassy Kyiv and as a Watch Officer in the Operations Center. Prior to joining the Foreign Service, Tessie served on Capitol Hill as legislative counsel for Senator Pat Toomey and Congressman Lee Terry. While on Capitol Hill, she co-founded the Women’s Congressional Staff Association, a bipartisan, bicameral organization focused on mentorship and professional development which has grown to over 1,000 women. She also spent time at Oscar, a venture-backed health-tech startup in New York City, where she focused on regulatory and compliance issues. She earned her law degree at the University of San Diego and has a bachelor’s degree in political science from the University of Waterloo.



CRYSTAL BYRD

Crystal Byrd, a 2021 USAID/ICAP Fellow, is an interdisciplinary development practitioner who joined the US Agency for International Development in 2009 as a Foreign Service Officer. Ms. Byrd has a Bachelor of Science in Economics from Marymount Manhattan College, a Master's in Public Administration from the University of North London and a Masters in Finance (Economics) from University of London's School of Oriental and African Studies (SOAS). Ms. Byrd served in USAID's West Africa Regional Mission, supporting Benin and Togo as well as Nigeria, where she served as the Deputy Officer Director of the Office of Acquisitions and Assistance. She served in USAID Haiti from 2017-2019 as the Monitoring and Evaluation Team lead, providing technical advice and guidance. Most recently, as an Economist in USAID/Washington's Innovation Hub, Ms. Byrd serves as a thought leader and technical expert on the use of randomized controlled trials to evaluate the impact of a variety of breakthrough innovations as well as establishing an approach for using household grants as a statistical benchmarking tool for USAID programming. Additionally, she provides research support to Dr. Michael Kremer's Nobel Prize winning work on DIV projects surrounding social rates of return and the experimental method he pioneered over the past ten years. Her research interests include capital market development and macroeconomic issues in developing economies.



CHARLIN CASTER

Charlin Caster, a 2021 ICAP Fellow, is a communications practitioner who consults on international development activities to amplify learning and knowledge management. After spending nearly a decade working in communications, Charlin knows what it takes to implement thought leadership and build relationships. Charlin has led USAID learning efforts to cultivate engagement on communities of practice and digital resource platforms. She has experience working to advance women’s economic empowerment, gender equality and social inclusion, economic growth, and market systems development. She is also a trained facilitator and has developed workshops and learning events. Presently, she is a Program Officer in Banyan Global’s Gender Practice. In this role, she helps manage USAID’s women’s economic empowerment community of practice (CoP), which convenes development practitioners working on gender equality and economic development outcomes. Charlin fosters collaboration and facilitates knowledge resource sharing for the CoP’s 400 members. Additionally, she organizes the CoP’s learning events, and manages communication campaigns across digital platforms. Previously, Charlin was a Communications and Knowledge Manager consultant leading activities for USAID’s Marketlinks website. There, she managed content and communications projects to strengthen learning on economic growth topics. Earlier in her career, Charlin supported the U.S. Bureau of Labor Statistics as a technical writer helping to foster community relations and engagement on workforce development topics. She also completed internships with the Congressional Black Caucus Foundation and the U.S. Department of Justice in the Civil Rights Division. Charlin is a proud North Carolina native and holds a Bachelor of Arts degree in Communication Studies from the University of North Carolina Wilmington. She also attended Arcadia University, where she obtained a Masters of Arts in International Peace and Conflict Resolution.



MONICA CHAVEZ

Monica Chavez, a 2021 MCC/ICAP Fellow, brings creativity, institutional knowledge, project management and behavior change expertise to her role as Associate Director at the Millennium Challenge Corporation (MCC). Monica is part of a small Project Management Team leading efforts to support our partner country accountable entities in setting up their project management systems. She works closely with teams to create and adapt project management tools to fit the specific needs of each team. She facilitates workshops and trainings to introduce tools and provide additional guidance and support during their development. Monica also works on supporting the development of guidance and resources for the agency.

Prior to coming to MCC, Monica worked at the World Bank managing early childhood education projects throughout Africa for five years. She was responsible for managing multimillion-dollar grant programs intended to evaluate the outcomes of local initiatives that could then be scaled up and reinforced. Monica's experience with the World Bank included conducting fieldwork where she worked hand in hand with key local stakeholders including NGOs, universities, school administrators, and program beneficiaries that included mothers or caregivers and children. As part of her technical assistance portfolio, Monica developed memos for educational ministerial counterparts on best practices in early childhood care and education and co-authored policy briefs on results of government-led initiatives.

Monica graduated with a Masters of Public Administration from Columbia University in the City of New York's School of International Affairs Program, and a Bachelor of Arts in Psychology from the University of Texas at Austin.

Monica was born in Mexico and immigrated to the U.S. when she was a child. She grew up on the southern border of Texas and currently resides in Shaw, Washington, D.C. where she lives with her family of 4, including her husband, toddler and cute pup.



SARA CHRISTOPHER

Sara D. Christopher, a 2021 USDOL/ILAB/ICAP Fellow, is an International Relations Officer with the US Department of Labor’s Bureau of International Labor Affairs (ILAB). Her work with the Office of Child Labor, Forced Labor, and Human Trafficking (OCFT) ensures that the rights of workers – around the world and at home – are protected in accordance with USG standards. Her portfolio includes research on labor-related developments in the Balkans, focusing on child labor and acceptable working conditions.

Sara served as a Peace Corps Volunteer in North Macedonia while pursuing her studies as a candidate of Florida State University’s M.S.P. in Urban Planning. Upon her return from Peace Corps service, she successfully defended her graduate thesis on civil society development in the Balkans in the post-Yugoslav era.

Sara is a member of Black Professionals in International Affairs and Returned Peace Corps Volunteers of Washington D.C. She enjoys pursuing mentorship opportunities, often informally taking students and recent graduates under her tutelage. Sara also enjoys teaching English as a second language, and was a member of the Nashville Adult Literacy Council prior to moving to Washington D.C. in 2020. Additionally, she is an avid student of languages and continues to study Macedonian, French, and Russian. Sara’s future goals include furthering her knowledge of data analysis and visualization techniques (i.e. Power BI, Tableau) and continuing to expand her grasp of labor issues facing Southeast Europe, particularly in the context of European Union expansion over the next decade.



JUAN CRUZ

Juan C. Cruz, a 2021 Department of Commerce/ICAP Fellow, is a Foreign Commercial Service Officer for the U.S. Department of Commerce assigned to the U.S. Export Assistance Center in San Francisco, California. He promotes U.S. business exports in the design & construction, biotechnology, media & entertainment, and business services industries. Juan also supports foreign direct investment in the seven-state U.S. Pacific North Region. He recently co-authored the California FDI Tech Guide.

Prior to joining the Foreign Commercial Service, Juan was manager of a faith-based humanitarian NGO, overseeing field operations in Asia and Brazil and supporting global strategy development. Juan previously served as a Foreign Service Officer for the State Department with consular assignments in Recife, Taipei, and Quito. He also served as a U.S. Air Force Officer with experience in acquisitions program management and intelligence analysis.

Juan is active in his community and currently volunteers as secretary for a community church and as a fellow at the Center for Evidence-Based Management. He has served as a guest lecturer for the University of Maryland Global Campus Doctor of Business Administration program. He has experience mentoring college and pre-collegiate students, providing emergency relief, and organizing various community service projects. Juan launched a humanitarian initiative in Quito, Ecuador, serving low-income residents with education and employment opportunities.

Juan has basic proficiency in Mandarin Chinese and French, and advanced proficiency in Spanish and Portuguese. He received a Doctor of Business Administration from University of Maryland Global Campus (2020) and was inducted into the Phi Kappa Phi Honors Society. He also has a Master of Science in Administration from Central Michigan University (2006) and a Bachelor of Science in Physics from Brigham Young University (2003). Juan is originally from Miami, Florida, and currently lives in Salt Lake City, Utah, with his wife, Brenir, and their three teenage children, Breanne, Brigitte, and Julian.



JACQUES PAUL ETIENNE

Jacques Paul Etienne, a 2021 State Department/ICAP Fellow, currently serves as Economic Unit Chief on the Iraq Desk in Washington, DC. He joined the Foreign Service in 2011 as an Economic-conned Officer. In prior economic assignments, he led the Commercial Team in Tunis, Tunisia and was embedded in the Financial Attaché's office in Baghdad, Iraq, responsible for anti-money laundering and countering the financing of terrorism activities, and monitoring Iraq's compliance with Iran sanctions. In addition, he has served as the Internal Politics and Governance Officer in Port au Prince, Haiti, and the Human Rights and External Collaboration officer in Oslo, Norway. His first tour was as Vice-Consul in Monterrey, Mexico.

Before joining the Foreign Service, Jacques's worked as a planning and financial professional with experience at the Inter-American Development Bank, the New York City Transit Authority, and Citigroup. A native of Haiti, Jacques grew up in New York City. He earned a Bachelor's degree in Latin American Studies and Economics from Union College in Schenectady, New York. Jacques was a Woodrow Wilson Fellow at Harvard University's John F. Kennedy School of Government, receiving a Master of Public Policy degree in International Development and Strategic Management and holds a Master of Finance from Baruch College's Zicklin School of Business. He is fluent in French, Haitian Creole, Portuguese, Spanish and professionally proficient in Norwegian.

Jacques is a member of Alpha Phi Alpha Fraternity Incorporated, 100 Black Men of America, the Urban Financial Services Coalition, and The National Black MBA Association. He is a member of the French Speaking Baptist Church in Brooklyn, NY. He is an art (opera and modern dance) and sport (golf, soccer, and tennis) enthusiast and enjoys cooking and traveling.



GABRIELLE GUEYE

Gabrielle Gueye, a 2021 WCAPS/ICAP Fellow, works at Catholic Relief Services full time as an Impact Investing and Private Sector Engagement Specialist and works parttime for Women of Color Advancing Peace and Security as the Mentorship and Pipeline Fellowship Programs Lead. She began her education at the United States Military Academy Preparatory School and then the United States Military Academy at West Point. After a couple of years, her aspirations of becoming a military police officer shifted and she decided to complete her degree at Kent State University in Ohio, with a concentration in Justice Studies and Teaching English as a Foreign Language (TEFL). After a summer of teaching English in Dresden Germany, and upon realizing service was still in her DNA, Gabrielle applied for the United States Peace Corps. While waiting for her assignment, which she would later learn to be Ethiopia, Gabrielle volunteered with AmeriCorps in Ohio with the Ohio Reading Corps, where she was a literacy tutor for children (K-3). Upon completion of AmeriCorps, Gabrielle immediately went to Ethiopia to begin serving as a Teacher Trainer in a remote part of the Southern Nations. While in Ethiopia, Gabrielle applied to and got accepted to Thunderbird School of Global Management to study International Business and Global Management. During those two years of study, Gabrielle worked as an International Student Adviser and interned with Management Sciences for Health, IBM, and BioAccel. She even helped to Charter the first ever university-based chapter of Rotary International. Upon graduation in 2017, Gabrielle moved to Washington DC to find work opportunities aligned with her interests in business and international development and has been exploring those career opportunities ever since.



MINH LE

Minh Le, AIA, a 2021 State Department/ICAP Fellow, is an architect with the U.S. Department of State Bureau of Overseas Buildings Operations (OBO). Since 2007, he has served as the Design Manager for missions in Africa and East Asia Pacific on capital security construction projects valued at over \$4B, including new facilities in Bangkok, Bujumbura, Djibouti, Jakarta, Lagos, Maputo, Niamey, Nouakchott, Taipei, and Ulaanbaatar.

Before joining OBO, Minh worked at Jacobs Engineering Group, one of the world's largest engineering/architecture firms, where he was the lead designer on the company's IDIQ contract with OBO for numerous U.S. embassy projects.

Minh moved to the Washington, DC region in 2001, when he joined the award winning, woman-owned design firm of Sorg and Associates, PSC. During his four years with the firm, he realized his passion for civic architecture where he worked on public works projects for DC Metropolitan Police Department, DC Public Schools, and U.S. Department of State, as well as numerous multi-family, public-private housing projects.

Minh is licensed to practice architecture in Washington DC, Virginia, and Maryland. He received his Master of Architecture, with highest honors, from Washington University in St. Louis and a B.S. in Architecture with a Minor in French Language and Literature from the University of Virginia.

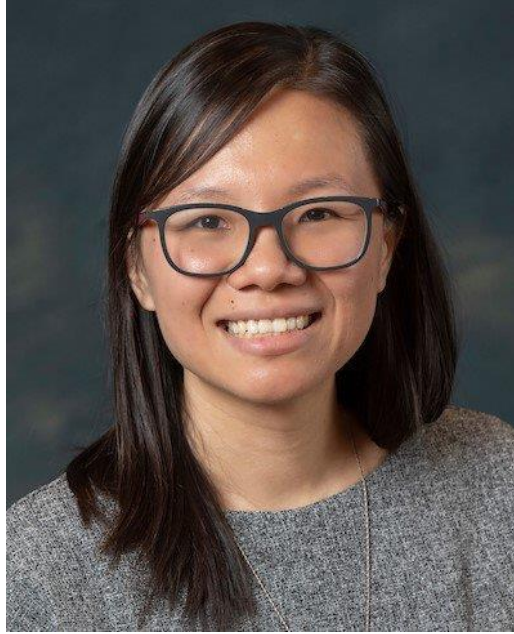


MARIE LEDAN

Marie Elizabeth Ledan, a 2021 USDOL/ILAB/ICAP Fellow, is an International Relations Officer in the Office of Trade and Labor Affairs at the U.S. Department of Labor's (USDOL) Bureau of International Labor Affairs (ILAB). Ms. Ledan currently manages the USDOL-funded International Labor Organization's Better Work project in Haiti, serves as the point of contact for audits of the Bureau's grant funded projects, and monitors garment sector producers' compliance with International Labor Standards under the Haitian Hemispheric through Partnership Encouragement Act (HOPE). Ms. Ledan is also a Contracting Officer Representative (COR) Level III.

Ms. Ledan joined the Department of Labor in 1995, and worked on the labor side agreement to the North American Free Trade Agreement (NAFTA). In 1998, she transitioned to working on the Trade and Development Act (TDA) research on the worst forms of child labor and managed the first child labor project in Haiti at ILAB's Office of Child Labor Forced Labor and Human Trafficking (OCFT). In 2001, she moved to Florida and worked for the School District of Palm Beach County as the Director of an educational program providing refugees with English language and technical skills training until 2007. Prior to returning to the federal government in 2009, Ms. Ledan worked for Edison Learning Inc., an education provider, as a Grants Compliance Specialist.

Ms. Ledan holds a B.S. in Business Administration from Morgan State University and an M.S. in Management from the University of Maryland Global Campus. She is fluent in French/Haitian Creole.



JING LIU

Jing Liu, a 2021 Department of Commerce/ICAP Fellow, is a new Foreign Commercial Service (FCS) Officer with the International Trade Administration (ITA) at the U.S. Department of Commerce. She is posted to New Delhi, India, where her organizational mission is to help U.S. companies export into India. Her focus areas are energy, environmental technologies, and climate change.

Before joining FCS, Jing served as a China Country Desk Officer for ITA. In this role, Jing was awarded two Commerce Gold Medal team awards: one in 2018 for design and implementation of the Secretarial Trade Mission to China with the highest value of deals in Commerce history, and one in 2017 for contributing materially to increased travel and tourism exports through successful execution of the 2016 U.S.-China Tourism Year.

Aside from her core work responsibilities, Jing is a passionate life coach, design thinker, and vipassana meditator. Jing has lived and worked in China, Germany, Korea, and Japan. In 2015, the Singapore Scientific Press published Jing's English translation of the Chinese political science book [Leading Schools of Thought in Contemporary China](#) by Ma Licheng.

Jing holds a Master of Arts in Law and Diplomacy from The Fletcher School at Tufts University and a bachelor's degree in political science and Chinese from Middlebury College.



WOSSIE MAZENGLIA

Wossie Mazengia, a 2021 State Department/ICAP Fellow, serves as the Team Lead for the Horn of Africa in the Department of State's Bureau of Population, Refugees, and Migration. She is responsible for developing and implementing U.S. bilateral and multilateral humanitarian assistance policies, programs, and diplomacy efforts for refugees and internally displaced persons in Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, and Sudan.

Previously, Wossie served in the State Department's Executive Secretariat as well as U.S. Embassies Manila and Ouagadougou.

Wossie earned a master's in public administration and in international relations from the Maxwell School of Citizenship and Public Affairs at Syracuse University and holds a bachelor's degree in political science from Juniata College. She is a recipient of the Thomas R. Pickering Foreign Affairs Fellowship.



NATALIE GILL MENSAH

Natalie Gill-Mensah, a 2021 ICAP Fellow, is a leader in global health and international affairs with 18 years of experience working, managing programs and conducting research in 20 countries. Natalie is the Director of Programming and Training in Ethiopia where she leads a team of program managers and training professionals and provides oversight for a volunteer population of 100-150 volunteers.

Prior to joining Peace Corps staff, Natalie led global teams in executing complex multi-year programs in twelve countries in Sub-Saharan Africa and Southeast Asia. Natalie was the Senior Manager for Tuberculosis Access at the Clinton Health Access Initiative (CHAI) where she led a team focused on supporting ministries of health in translating policy to practice and increasing access to TB treatment and diagnostics in low and middle-income countries across Africa and Southeast Asia. Most recently at CHAI she managed a \$10M project across Zimbabwe, Kenya, Cambodia and India to roll out access to TB preventive treatment.

At PwC, Natalie was a management consultant for the health industries practice where she advised C-suite and senior executive leadership in hospitals, health systems, health insurance, pharmaceutical and diagnostics companies across the United States and abroad on improving strategy, operations and customer experience.

Natalie jumpstarted her international career as a Peace Corps volunteer in Zambia where she served for 3.5 years, working in a rural community for her first two years and a local NGO consortium for a third-year extension. Gill-Mensah is from Boston, Massachusetts, and currently has a home base in Addis Ababa, Ethiopia with her husband and son. She attained a Bachelor of Arts from Wellesley College in International Relations and Africana Studies and went on for graduate studies at the University of North Carolina at Chapel Hill earning a dual graduate degree, Master of Science and Public Health in Health Policy & Management and Master of Business Administration. Natalie enjoys international travel, dancing, singing and time with family.



FERNANDO MALDONADO

Fernando Maldonado, a 2021 ICAP Fellow, leads the Digital Finance practice at USAID in support of safe, reliable and inclusive digital ecosystems in countries USAID partners with. He leads a portfolio consisting of public-private partnerships, global alliances, and technical engagements with USAID missions in Africa, Asia and Latin America. Prior to joining USAID Fernando managed and provided technical assistance to a number of market systems strengthening and economic development projects and programs around the globe, serving the most vulnerable, at-risk and economically marginalized populations.

Fernando is a member of the Consultative Group to Assist the Poor (CGAP) Executive Committee, providing strategic guidance to operational staff and leading a constituency group of bilateral members. He has also participated as a member of the Executive Committee of the Better Than Cash Alliance (BTCA). Fernando holds a M.A. in International Commerce and Policy, and B.A. in Government and International Politics with a Minor in Economics from George Mason University.



PRATIMA NARAYAN

Pratima T. Narayan, a 2021 ICAP Fellow, is a Senior Program Manager with the Global Initiative for Justice, Truth and Reconciliation where she oversees several programs in transitional justice and atrocity prevention in East Africa, as well as in Bangladesh with the Rohingya. Prior to this, Pratima led investigations for the United Nations Commission on Human Rights in South Sudan. While living in Juba from 2017 to 2020, she conducted approximately 25 missions across South Sudan, Uganda, Kenya and Ethiopia to document grave human rights violations. In 2018, she was one of 18 investigators selected globally to participate in a U.S. Department of State investigation into atrocities allegedly committed against Rohingya communities in Myanmar.

Pratima has also held various other positions with the United Nations peacekeeping mission in Mali (MINUSMA) and the Office of the High Commissioner for Human Rights in Geneva, Switzerland. In addition to working as an attorney with corporate law firms in New York, Pratima has successfully counseled internally displaced persons and asylum-seekers in Greek migrant camps, South Africa and Japan. A Bronx native, she began her career representing families in eviction prevention cases with the Legal Aid Society in 2002.

Pratima currently serves as Co-Chair of Women of Color Advancing Peace, Security and Conflict Transformation's (WCAPS) Human Rights Working Group and co-administers the Christine Loudes ATLAS Mentorship Programme for women in public international law. She holds a J.D. from Boston University School of Law and a B.S. in Industrial and Labor Relations from Cornell University. Pratima is admitted to practice law in New York State and speaks English, Spanish and French. She is a member of Delta Sigma Theta Sorority, Inc., the American Society of International Law (ASIL) and the Justice Rapid Response Expert Roster.



ANTHONY NAVARRETE

Anthony E. Navarrete, a 2021 USDA/FAS ICAP Fellow, currently works as an International Trade Specialist in the Cooperator Programs Division, Office of Global Programs at the U.S. Department of Agriculture's Foreign Agricultural Service (FAS). Anthony joined the Cooperator Programs Division in August 2019 where he works with U.S.-based commodity trade associations and State Departments of Agriculture on their international marketing activities and strategic planning administered through annual USDA market development funding. Through his work, Navarrete supports agricultural trade policy and market development efforts to increase export opportunities for U.S. agricultural and food products around the globe. Before joining Cooperator Programs, Navarrete began his career at FAS in February 2017, where he worked as the agency's Desk Officer for the Middle East and North Africa, also spending much of his first year with FAS covering the Southern Africa portfolio. In fall 2018, Navarrete worked on a detail to the FAS Agricultural Trade Office at the U.S. Consulate General in Guangzhou, China as part of the FAS International Career Development Program. In summer 2021, Navarrete supported the Biden Administration's Unaccompanied Children Program working as a detailee with the U.S. Department of Health and Human Service's Administration for Children and Families, Office of Refugee Resettlement to reunify the children with family or an approved sponsor in the United States.

Navarrete is a 2016 graduate and Paul D. Coverdell Fellow of the Josef Korbel School of International Studies, University of Denver, where he earned his Master of Arts degree in international studies with concentrations in international development and international political economy. Before moving to Colorado, Anthony served as an English Education volunteer with the U.S. Peace Corps in Aman, Ethiopia from 2012-2014. Anthony earned his bachelor's degree in Spanish and Latin American Studies at DePauw University in 2012. Anthony is originally from Slater, Missouri, a rural town located in central Missouri two hours east of Kansas City. He currently resides in Washington, D.C.



INGRID PAIGE

Lieutenant Commander (LCDR) Ingrid E. Paige, a 2021 ICAP/ U.S. Navy Fellow, is currently serving as the Assistant Fleet Judge Advocate of U.S. Fleet Forces Command (USFFC) in Norfolk, Virginia. LCDR Paige is a member of the Navy Judge Advocate General's Corps Standing Advisory Council on Inclusion and Diversity where she leads the Recruiting Committee. In 2021, LCDR Paige became a Navy Diversity, Equity, and Inclusion (DEI) Practitioner as well as completed the University of South Florida's DEI in the Workplace certificate program. LCDR Paige was previously stationed in Singapore where she served as the Staff Judge Advocate of Singapore Area Coordinator, Deputy Staff Judge Advocate of Commander, Logistics Group Western Pacific/Task Force 73, and served as the Staff Judge Advocate for Pacific Partnership 2018 where she deployed onboard USNS MERCY, partnering with U.S. government agencies and non-governmental organizations to advance multinational cooperation and build capacity to enhance disaster response in the Indo-Pacific. LCDR Paige has also served as the Command Judge Advocate of Naval Air Station Jacksonville, Florida, as well as a Special Assistant United States Attorney in the Middle District of Florida. LCDR Paige's first tour was at Defense Service Office West in San Diego, California, where she represented service members in courts-martial and administrative separation boards. LCDR Paige commissioned into the U.S. Navy in October 2010.

LCDR Paige's hometown is Lemont, Illinois, and she received her bachelor of arts in politics from Cornell College in Mount Vernon, Iowa, in May 2003. LCDR Paige then attended Boston College Law School where she was a member of the National Moot Court Team. She graduated from Boston College Law School in May 2006 and worked as an Assistant District Attorney at the Suffolk County District Attorney's Office in Boston, Massachusetts, as both a line Assistant District Attorney and the Supervisor of the Dorchester Division of the Boston Municipal Court for four years before joining the Navy.



SHREENA PATEL

Shreena Patel, a 2021 MCC/ICAP Fellow, currently serves as a Senior Director of Evaluation at the Millennium Challenge Corporation. She oversees MCC's independent evaluation practice to support accountability for results and learning about development program effectiveness. While at MCC, Shreena has managed the energy, WASH, and health sector evaluations and developed and implemented programs in Tanzania, Indonesia, Nepal, and Kenya. Prior to joining MCC, she was an evaluation coordinator with Development Impact Evaluation (DIME) at the World Bank, working on agriculture subsidies in Tanzania. She began her career in international development, working with a grassroots NGO in India on life skills education for working children. Shreena holds a Master's degree in International Relations and Economics from the Johns Hopkins University School of Advanced International Studies (SAIS) and Bachelor's degrees in Economics and International Relations from the University of Pennsylvania.



MEI MEI PENG

Mei Mei Peng, a 2021 USAID/ICAP Fellow, has over fifteen years of cross-disciplinary professional experience in international development with USAID. She currently serves as a contracting officer with the Management Bureau's Office of Support Operations in Germany. She joined the foreign service in 2009 after five years in the civil service with USAID's Office of Education where she supported global strategy development and education programs in Afghanistan and Egypt. Her first tour in the foreign service was in Tanzania, where she managed programs in education, adolescent reproductive health, nutrition and food security. In Zambia, Mei Mei led the implementation of a new national reading program to deliver on the USAID Global Education Strategy. As a health officer in Vietnam, she facilitated negotiations between the USG and Government of Vietnam that resulted in a transition to sustainable domestic financing for life-saving HIV treatment. In Yemen, Mei Mei oversaw \$100 million in education and health programming to deliver development assistance amidst the largest humanitarian crisis in the world, in a region of strategic importance to U.S. foreign policy goals.

Prior to USAID, Mei Mei was a Presidential Management Fellow at NASA where she launched the National Education Advisory Committee and drafted the International Space Education Board Charter. As a research assistant at Harvard University, she contributed to publications on the impact of national education policy reform on minority students in the US, and gender and education issues in Iran and Afghanistan.

Mei Mei holds a B.A. in Political Science from the University of California Irvine and an Ed.M. in International Education Policy and Administration from Harvard University.



ANDREW REESE

Andrew Reese, a 2021 USAID/ICAP Fellow, is a Foreign Service Officer with the U.S. Agency for International Development (USAID). He joined the Agency in 2010 and presently serves as the Supervisory Regional Executive Officer for USAID/El Salvador, overseeing information technology, human resource management, acquisitions, and program support services to the Nicaragua, Mexico, and Costa Rica missions. His prior assignments include Cambodia, where he served as the regional subject matter expert for the implementation of Merit Based Compensation and performance management, Afghanistan as the Director for Personnel Operations and Acting Director for Management, and Timor-Leste as the mission Executive Officer. His first assignment was Thailand, where he supported regional operations and programs for Southeast Asia and China. Prior to his federal service, Andrew worked for a financial services firm in Beijing, engaging Chinese companies in their pursuit of investment strategies. He was also an AmeriCorps VISTA volunteer with United Way Capital Area, promoting the "Bank On Central Texas" initiative, which focused on financial literacy programming and access to basic financial services for underrepresented and undocumented populations in the Austin area. Andrew has a bachelor's degree in Economics from the University of Houston, a master's degree in International Studies from Concordia University-Irvine, and is completing a master's in Systems Engineering with a concentration in Cybersecurity at Johns Hopkins University. He also holds professional certifications in Project Management (PMP), Information Security (CISM), and Human Resource Management (SPHR). Andrew is a member of Alpha Phi Alpha Fraternity, Inc. and speaks Mandarin and Spanish.



TRINISHIA SAMUELS

Trinishia Samuels, a 2021 USDA/FAS ICAP Fellow, is an International Program Specialist at the U.S. Department of Agriculture’s Foreign Agricultural Service in the International Food Assistance Division. Through her work with the McGovern-Dole Food for Education and Child Nutrition Program, Trinishia ensures school feeding, improved literacy, with a focus on girls’ education in her portfolio, which includes Burkina Faso, and Timor-Leste.

Prior to joining the Foreign Agricultural Service, Trinishia began her professional career in international development while studying for a graduate degree in International Training and Education Program (ITEP) at American University. While in the ITEP program, she was awarded an internship in monitoring and evaluation, and data visualization at the U.S. Peace Corps (PCHQ). Ultimately, Trinishia withdrew from the ITEP program in pursuit of practical work experience. She was quickly promoted through several offices at PCHQ and finds the improvement in project management skills as Program Analyst in the Office of Management and backstopping overseas posts as Management Analyst with Peace Corps Response continue to serve her today.

Trinishia is a native Washingtonian. She graduated from Benjamin Banneker Academic High School (a District of Columbia public school), crossed the street to attend Howard University, and earned a Bachelors of Business Administration (BBA) in Accounting. She has lived in several cities including Guadalajara, Mexico – where she provided direct volunteer service as an English and math teacher to twenty boys ages 8 to 19; and London, England - where she provided capacity building to the development team of the only education advocacy organization of it’s kind – Advisory Centre for Education. Trinishia holds two advanced degrees: one in International Service, the other in Organizational Development.

Trinishia currently resides in the District of Columbia with her daughter and son, Jahari and Aaron. Together they live with her pit-mix pup, Bison. Yes, like the mascot at Howard!



BRIANNE SANFORD

Brianne Sanford, a 2021 USAID/ICAP Fellow, is headed to Accra, Ghana, to serve as USAID's West Africa Regional Program Office Director. She recently completed her two-year tour in Port-au-Prince, Haiti as the Acting Program office director in August 2021. Brianne started with USAID in 2012 as Pathways Intern in the Bureau for Policy, Planning, and Learning (PPL), where she received the Administrator's Management Improvement Award for her work to launch an internal online platform for peer-to-peer learning. Subsequently, Brianne spent some time as an institutional support contractor for PPL, supporting the revision and rollout of the Agency's program cycle guidance. She joined the Foreign Service in 2016, and her first tour was the Deputy Program Office Director in Timor-Leste. Before joining USAID, Brianne's previous work experience was primarily with the public and private sectors in the US and Asia. She gained experience in communication, education, data analysis, advocacy, and international development. Brianne holds a BA in International Relations and a BS in Public Policy, Planning, and Development from the University of Southern California. She also has a MA in International Affairs and Statecraft from the Institute of World Politics. Her hobbies include cooking, eating, sports, and reading.



BRYAN SCHELL

Bryan Kenji Schell, a 2021 State Department/ICAP Fellow, is currently working as the Desk Officer for Uganda in the Bureau of African Affairs. Bryan has previously served as the Staff Assistant for the Special Envoy for the Horn of Africa, as a Consular Officer at the U.S. Consulate General in Barcelona, Spain, as the Acting Desk Officer for Burundi and Rwanda in the Bureau of African Affairs, and as the Economic Officer at the U.S. Embassy in Bujumbura, Burundi. Previous to joining the State Department, Bryan worked at the UN Refugee Agency in Washington, DC, the UN Development Programme in Bratislava, Slovakia, and as an economic analyst at Banco Santander in Madrid, Spain. Bryan holds a B.A. in history from Stanford University and an M.A. in international economics and international relations from Johns Hopkins University SAIS.

Bryan is the Secretary of the 2020-2021 Executive Board of the Asian American Foreign Affairs Association and is proud of his roots as both a Black American and a fourth-generation Japanese American. Originally from San Diego, California, Bryan lives in Washington, DC with his spouse Hannah and their daughter Lucía.



JAMES SHEA

James J. Shea, a 2021 State Department/ICAP Fellow, is a Foreign Service Officer (economic-coned) currently posted at the Department of State’s Philippines Desk. This is his fifth tour in the Foreign Service. James joined the Foreign Service in 2010, and has served in Monterrey, Mexico; Yangon, Myanmar; Canberra, Australia; and Islamabad, Pakistan. In Islamabad, he served as the energy officer. In Canberra, he served as the Energy and Environment Unit Chief, covering energy and climate change-related matters. In Yangon, James served as an Economic and Labor Officer, covering economic issues including energy, trade, investment, intellectual property rights, and aviation. James worked on consular issues in Monterrey.

Prior to joining the Foreign Service, James worked as an International Trade Advisor for White & Case LLP, an international law firm. James provided trade policy and finance-related advice to sovereign clients (including foreign governments) and private sector companies. He worked in both Washington, D.C. and Singapore. While with White & Case, James also successfully translated his love of cooking and started a D.C.-based catering company with two high school friends. “Spilled Milk” is still growing in the D.C. market although James no longer runs the day-to-day operations.

James received his M.A. in International Economics from The Johns Hopkins School of Advanced International Studies (SAIS) and his B.A. in International Relations from The Johns Hopkins University. He was born in Jakarta, Indonesia and grew up in various posts throughout South and Southeast Asia and Latin America, including Indonesia, Bangladesh, Panama, and Peru. James is Dutch-Indonesian (from his mother) and Irish-Croatian (from his father). James is carrying on his family’s record of public service (both his father and grandfather worked overseas for the USG, his mother for the United Nations, and his sister and brother-in-law also for the USG) and he is the extremely proud uncle of two beautiful nephews.



JAY SORENSEN

Jay Sorensen, a 2021 State Department/ICAP Fellow, is a Foreign Service Officer with the U.S. Department of State. She was born in Florida but grew up in Indiana, studying counseling and health administration at Indiana University. In 1998, she joined Peace Corps and volunteered in Romania for four years. She then worked in the Peace Corps country office in Bucharest before moving to USAID/Romania as their Public Outreach Coordinator. She joined State in 2007.

As a Foreign Service Officer, she has served in Israel, Cuba, Nigeria, Liberia, and Washington, D.C. Her primary areas of expertise are international adoption in West Africa and diplomatic and official visa policy; she is also interested in the application of professional wargaming techniques to nonmilitary training and policy analysis. She is currently detailed to National Defense University, bringing a foreign affairs perspective to their educational curriculum and wargame design.

Jay holds master's degrees in international relations (Troy University) and organizational leadership (American Public University). Next year, she'll begin doctoral work in Troy University's Global Leadership program.

Jay speaks Romanian, Spanish, and very rusty Hebrew. Her son, Daniel, is in eighth grade. They plan to go back overseas in late 2022 and are hoping to return to Nigeria.



ABIGAIL SPANGLER

Abigail Spangler, a 2021 ICAP Fellow, is an associate director supporting gender and youth integration within a portfolio of agricultural and market systems programs at ACDI/VOCA. She supports the development and rollout of technical and thought leadership in gender, youth, and social inclusion in this role. Her experience spans program design, training, research, and evaluation in women’s empowerment, gender integration, gender-based violence prevention and response, youth development, and social inclusion, including disability inclusion. She is currently working on expanding her research to provide evidence-based data on the benefits of programs acknowledging marginalized groups that experience multiple barriers to inclusion and access, such as individuals who identify as LGBTQ+. Prior to joining ACDI/VOCA in 2020, Ms. Spangler supported USAID’s Advancing the Agenda of Gender Equality (ADVANTAGE) IDIQ, which focused on integrating gender equality across all aspects of Agency programming. She has co-authored several USAID gender analyses and supported work in Malaysia providing humanitarian aid to Burmese refugees. She is a returned Peace Corps volunteer from Peru, where she worked with youth and was elected as the President of the Gender Equality Committee, supporting volunteers, staff, and stakeholders on understanding the importance of mainstreaming gender into programs.



JAROD TAYLOR

Major Jarod Taylor, a 2021 ICAP Fellow, is a foreign area officer in the U.S. Army, assigned as the Deputy Chief of the Office of Defense Cooperation at U.S. Embassy Baku, Azerbaijan. In this role, he is responsible for leading the execution of U.S. security cooperation programs in Azerbaijan, advancing the bilateral military relationship, as well as supporting the defense and security objectives of the Commander U.S. European Command and the U.S. ambassador.

Jarod began his career as an infantry officer with assignments in the 82d Airborne Division, 3d Cavalry Regiment (Stryker), 101st Airborne Division, and has also held positions with NATO, the Department of State, and in the Office of the Secretary of Defense. He has deployed to Haiti, Iraq, Afghanistan, Turkey, and the United Arab Emirates.

Jarod is a graduate of Yale University and the U.S. Military Academy. He is proficient in Persian Farsi.



ILEANA VALLE

Ileana R. Valle, a 2021 ICAP Fellow, is a social entrepreneur, project management, operations, and global development professional. She brings over a decade of experience in the private, public, and nonprofit sectors. She is a committed and authentic leader dedicated to women's empowerment, education, and a diverse, equitable, and inclusive workplace.

Ms. Valle is the current International Development and Training Lead for Women of Color Advancing Peace, Security, and Conflict Transformation (WCAPS), a US-based nonprofit organization directed at advancing the leadership and professional development of women of color in the fields of international peace, security, and conflict transformation. She has served as Co-Founder and Vice President of Equanimity Foundation (EQF), a global development organization committed to inclusive, sustainable, and transformative global development; Senior Program Officer at Creative Associates International leading citizen security interventions in Central America; and International Program Manager at Witness for Peace, leading the Nicaragua and Hondurans programs on-the-ground. Ms. Valle brings considerable in-country experience, leading contextualized interventions throughout the Latin American region. Ms. Valle has lived and worked in Nicaragua, Honduras, El Salvador, Colombia, and Italy.

Ms. Valle currently serves on the Mujeres de HACE Washington, DC/McLean chapter board. She also served on the board of directors of the Women of Color Advancing Peace, Security, and Conflict Transformation, the executive board of the Association of Latino Professionals for America, and served as chair of the board of directors for Latinas Leading Tomorrow. She continues to be actively involved in the local immigrant communities of color in Washington, D.C., and underserved communities in Latin America. She is deeply committed to the economic empowerment of the underrepresented and underserved.

Ms. Valle holds a master's degree in international relations and a bachelor's degree in business administration. She has bilingual fluency in English and Spanish with professional proficiency in Portuguese.

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.

Peter Adeyeye is currently Research Manager at the Downtown Denver Partnership. He is a development professional from Nigeria with seven years of experience in policy analysis, research design, project management, and program evaluation. His career in government, non-profits, and at a think tank has spanned population and health, social equity, and economic development. He

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

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

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.

Christine M. Chao, Ph.D. is a licensed clinical psychologist and a certified Jungian psychoanalyst. She is currently in private practice in Denver. She obtained her doctoral degree in 1981 from the University of Denver. Later in her career, in 2012, she obtained her analyst certification from the Interregional Society of Jungian Analysts. She is a past clinical director and executive director of the Asian Pacific Center for Human Development in Aurora, Colorado, where she continues to provide consultation and supervision. She is also an adjunct clinical supervisor at the University of Denver, and has taught at the Iliff School of Theology. Dr. Chao's interests — reflected in her clinical practice, in a variety of publications, and in numerous professional presentations and workshops — include identity formation and the significance and function of ancestral altars and myths. She also has conducted many workshops on cultural diversity and Asian mental health. Over the years, she has marveled at the way that in-depth psychological work can help open up "seats at the welcome table" for people from widely diverse cultural and ethnic backgrounds.

Ajenai Clemmons, Ph.D., is an Assistant Professor of Public Policy at the Scrivner Institute of Public Policy at the Josef Korbel School of International Studies, University of Denver. Her

research focuses on policing inequality and the most important factors that help and harm the police-community relationship. Ajenai uses qualitative methods to answer questions about how civilians assess police. She compares policing of marginalized populations in the U.S. and Europe.

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

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

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

Chandrima Das serves as the Senior Director of Peace and Security Policy at the Better World Campaign, the advocacy arm of the UN Foundation. Ms. Das is the resident expert on UN Peacekeeping Operations and educates Congress and the Administration on the value of UN peacekeeping as an effective part of the U.S. national security toolbox. She spearheads thought leadership and authors policy papers and field reports on UN Peacekeeping. She leads Congressional Delegations to the field to see firsthand the work of UN Peacekeepers. She also served as a special advisor for the UN High-Level Panel on Humanitarian Financing, providing an American perspective to the panel and her expertise on conflict resolution.

Previously, Chandrima worked at the United States Institute of Peace as a consultant and research assistant writing training curricula on negotiation, mediation, and conflict resolution. Her training curricula were used to train local government officials in Iraq and Sudan. She has also worked for CHF International in South Sudan on basic services programs and combating gender-based violence. During her graduate study at George Mason University, Chandrima was a research assistant for the Terrorism, Transnational Crime & Corruption Center, looking at human and arms trafficking routes.

Ms. Das holds a master's degree in Peace Operations. She received her bachelor's in Political Science from Syracuse University. Chandrima is an International Career Advancement Program Fellow and serves on its board, which works to elevate under-representative groups in international

relations and U.S. foreign policy. She is also a Council on Foreign Relations Term Member. She lives in Washington, DC with her smart and handsome husband and two adorable and mischievous children.

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.

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

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

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

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.

Ambassador (ret.) Lino Gutiérrez is CEO of Gutiérrez Global LLC, a consulting firm specializing in strategic advice for corporations interested in investing in Latin America and Europe. He serves as an adjunct professor at Johns Hopkins University and George Washington University. He is also Executive Director of the Una Chapman Cox Foundation, which is dedicated to a strong and professional Foreign Service.

After a 29-year career in which he served six U.S. Presidents and 13 Secretaries of State, Lino Gutiérrez retired from the Department of State in November 2006. His last posting was as Ambassador to Argentina from 2003-2006. During his tenure, the United States and Argentina signed agreements on counter-terrorism and counter-narcotics cooperation, and container security. In 2005, Ambassador Gutiérrez welcomed President Bush to Argentina as he attended the Summit of the Americas. Gutiérrez also served as Acting Assistant Secretary for Western Hemisphere affairs and Principal Deputy Assistant Secretary from 1999-2002. He led the Bureau of Western Hemisphere Affairs on September 11, 2001, and beyond. He accompanied Secretary of State Colin Powell to Lima, Peru for the signing of the Inter-American Democratic Charter, and returned with the Secretary's party to the United States on September 11, 2001.

In 1996, President Clinton nominated Lino Gutiérrez to serve as Ambassador to Nicaragua. After being confirmed by the Senate, he served until 1999. While in Nicaragua, Ambassador Gutiérrez coordinated the relief effort after Hurricane Mitch. Other overseas postings included tours in the Dominican Republic, Portugal, Haiti, France, and the Bahamas.

Gutiérrez serves on the Board of Visitors of the Western Hemisphere Institute for Security in Fort Benning, Ga. He is a member of the American Academy of Diplomacy, the SOUTHCOM Advisory Board, and serves on the Pickering Fellows interviewing panel for the Department of State. From 2002-2003, Gutiérrez occupied the George Kennan chair as International Affairs Advisor at the National War College.

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

A native of Havana, Cuba, Gutiérrez has a master's and bachelor's from the University of Alabama, and also attended the University of Miami. After graduating from college, he taught social studies for the Dade County (Fla.) school system and the Urban League. He is married to the former Miriam Messina from Santo Domingo, Dominican Republic. The couple has three daughters and five grandchildren.

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.

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

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

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

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

Chris has a fifteen-year career on Capitol Hill. Most recently in 2009-2010, Chris was chief of staff to Rep. Michael E. McMahon. Earlier in his career, he served as chief of staff and floor

assistant to Rep. Joseph Crowley, a member of the Committee on Ways and Means and chair of the Democratic caucus. Chris was also press secretary to Rep. Steny H. Hoyer. He began his career as a press assistant in the office of Sen. Frank Lautenberg and the office of the Democratic Policy Committee.

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

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

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

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

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

Ms. Mola serves on the Advisory Board of the International Career Advancement Program (ICAP) (Aspen). She served as a Member of the Board of Directors of the Council of the Americas (New York), as a Fellow at the Institute for the Study of Diplomacy (Washington, D.C.). Ms. Mola also served as an Adjunct Professor at Georgetown University Graduate School where she taught

International Infrastructure Finance & Development. She has participated as a speaker at numerous academic, legal and industry conferences and has spoken on such topics as: The Role of Legal Institutions in the Economic Development of The Americas; A Strategic Vision of Argentina; Project Finance: The Changing Face of Infrastructure Development; and The Role of Multinationals in Influencing U.S. Economic Policy. She has published and co-authored various articles and chapters in books on topics such as: laws, regulations and investment opportunities related to electric generation in Latin America; International Project Finance; and liability issues related to new technologies.

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

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.

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.

Ven Neralla currently serves as Chief of Staff to Congressman Andy Levin (D-MI). He previously served on the staff of three other members of Congress: Congresswoman Pramila Jayapal (D-WA), Congresswoman Barbara Lee (D-CA), and Congressman Peter A. DeFazio (D-OR).

Ven also served for eight years as a political appointee in the administration of President Barack Obama, as Senior Advisor for House Appropriations and Global Health at the US Agency for International Development (USAID) and in a dual role as Director of Congressional Affairs for the Research, Education, and Economics bureau and the National Institute for Food and Agriculture at the US Department of Agriculture (USDA).

For two and half years at the beginning of the Obama administration, Ven handled congressional affairs in the White House Office of Presidential Personnel as a Director of Priority Placement. Prior to joining the White House, Ven was Associate Director for Congressional Affairs at the Millennium Challenge Corporation, a small, federal foreign aid agency.

Before coming to the Hill, Ven worked with the multilateral community at the United Nations Association-Canada on food security issues and at an international NGO following primarily trade and economic policy in Asia, with a focus on the Asia Pacific Economic Cooperation (APEC).

Born in Honolulu, Hawaii to parents of south Indian origin, Ven spent a number of formative years in Canada, graduating from McGill University in Montreal, Quebec. Ven's favorite form of escape is at the movies.

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.

Wondemneh Pawlose is an ICAP Graduate Assistant for the first time this year. He is a native of Addis Ababa, Ethiopia. Wondemneh studied International Relations (with the concentration of Africa and the Middle East) at Goucher College, in Baltimore, MD. After graduating, Wondemneh worked as an account manager for United Way for Greater Austin, where he helped a portfolio of companies join efforts to fight poverty in the Austin area. Wondemneh is currently finishing his master's degree in International Development at the Josef Korbel School of International Studies, University of Denver. Wondemneh serves as a team lead at the Fredrich S. Pardee Center for International Futures (University of Denver), where he focuses on literature review of various topics.

Abigail Richards, who had served previously for three years as an ICAP Assistant, agreed to assist again this year. She 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.

Marisa Rivera is an award-winning motivational speaker and CEO of Mpowerment Works. She has over 30 years of experience in leadership and staff development, executive coaching, women's empowerment, educational training, and international work in over 15 countries. Marisa provides dynamic keynote presentations and innovative programs designed to empower individuals and teams to become agents of change to achieve their greatest potential.

Ms. Rivera is the President of Mpowerment Works, a consulting firm designed to impact global change by empowering people and communities. Mpowerment Works, LLC, provides unique domestic and international seminars, keynote presentations, and innovative programs; all designed to empower people to become agents of social change.

Ms. Rivera is a Social Entrepreneur. Currently she is producing Latina Voices: Leadership Journeys, an educational video showcasing Latina leaders sharing their secrets to success. Her extensive work experience in the nonprofit, government and private sectors have always been used to resolve justice and equality issues facing the world today.

Ms. Rivera, prior to starting Mpowerment Works, Ms. Rivera was President of the National Hispana Leadership Institute (NHLI), the top leadership program for Latinas in the country. Before leading NHLI, Ms. Rivera worked in higher education as the Special Assistant to the President for Diversity and Community Relations at Black Hawk College in Illinois and at Western Illinois University managing the Hispanic Program for Educational Advancement as well as the Learning to Lead Program for Hispanic students.

Her work experience also includes several assignments overseas, including working for the U.S. Information Agency, the U.S. Embassy in Panama and as a consultant in organizational development in Spain. She has been invited as a U.S. State Department speaker to Peru, Ecuador, Argentina, Colombia, Mexico, Curaçao and Paraguay; and teleconferencing on programs on women's empowerment in Bolivia. She served as an international election's observer in Honduras. Ms. Rivera has also participated in a fellowship to Israel and Puerto Rico with the American Jewish Committee and Project Interchange. She traveled to Africa to work with Women's groups in Kenya and Rwanda as a Board member with the World Pulse Organization.

Ms. Rivera is originally from San Juan, Puerto Rico. She has a Bachelor of Arts in Communications from American University and a Master's degree in Education Administration from Western Illinois University. She is also a graduate of the Harvard University JFK School of Government Executive Program, the Center for Creative Leadership Institute, the Gallup StrengthsFinder Coaching Program, the Gallup Leadership Institute, the Empowerment Institute,

the HACR Harvard Business Executive Program on Corporate Governance, and the Mexican American Solidarity Foundation.

She is the recipient of the Cesar Chavez Community Service Award given by the US Hispanic Leadership Institute, The Entrepreneur of The Year Award by Latina Style Magazine, and she was awarded as one of the 21 Leaders for the 21st Century by Women's eNews. She is also the recipient of the "Huesped Ilustre Medal from the city of Ayacucho, Peru, The Women Helping Women Award by the Hispanic Professional Women's Association, The Trailblazer Award by Latina Style Magazine, the Global Impact Leadership Award from the Hispanic Women's Corporation, the Superior Honor Award from the State Department, and the Administrative Excellence In Promoting Multiculturalism Award from Western Illinois University.

Ms. Rivera has been featured in Hispanic Magazine, the Woman MBA Magazine, the TV show Hispanics Today, Lifetime Television for Women, Champions of Change, LatinaStyle Magazine, Monster.com and the Soy Latina, Soy Unica SAMHSA website. Ms. Rivera has extensive community service and volunteering experience. She served on the Board of the U.S. Committee for United Nations Development Fund for Women (UNIFEM). Currently she is on the board of World Pulse, a nonprofit organization that addresses global issues through women's eyes. She was appointed by Governor Mark Warner of Virginia to the Commission on the Status of Women and was a Board member for Habitat for Humanity in Northern Virginia, has volunteered for many Latina Youth groups, the Red Cross of America, the Hispanic Heritage Foundation, The Girls Scouts of America, the Make a Difference National Project, the March of Dimes, the Boys and Girls Club, the Read Aloud Program, the Quad Cities Minority Achievement Project, Quad Cities Mentoring Program, Quad Cities Chamber of Commerce Leadership, the Civil Institute for Women of Color.

Ms. Rivera is a strong advocate for Latina leadership, youth empowerment, women entrepreneurship, and global activism. Her areas of expertise include Executive Coaching, leadership training, empowerment and inspiration for personal development, management experience in national and international programs development, non-profit governance, Hispanic marketing, diversity, equity and inclusion training, and fundraising.

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

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 (APSIDA), 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).

Samuel Sánchez, MS, MBA, serves as a senior computer scientist in the Web Applications (WebApps) division at the Internal Revenue Service (IRS). He implements digital transformation strategies mandated by Congress' Taxpayer First Act impacting millions of taxpayers. Mr. Sánchez is a life coach and mentor to hundreds of professionals throughout the U.S. He creates and delivers workshops on financial management, E.Q., and career development. Prior to his current position, he served as a senior manager at Fannie Mae, with over 155 software engineers responsible for financial management systems with billions of dollars of transactions. In 1988, he was flown to Washington, DC, from Los Angeles, to be one of the original NASA climate change consultant-computer scientists.

Mr. Sánchez is the first, and only, in his family to complete college. He did his undergraduate in computer science and math, and his masters in computer science while working and raising three children in East Harlem, NYC. He drove an NYC yellow taxi because it was a job that provided a graduate student with a flexible schedule, and he could do overnight on the streets of NYC to support his young family. He completed his MBA at Johns Hopkins University in two and a half years at age 39, again, while working full-time. He applied his business and technology skills at the Department of Justice, Johns Hopkins Applied Physics Lab, FBI, FEMA, ICE, and various other sensitive and classified assignments.

Mr. Sánchez created the first, and free, Latinx STEM K-12 program in the Washington, DC Metro area in 1989, and shortly after the first Latina-only STEM program in the same community. They delivered over 40,000 hours per year to at-risk youth. Because of its uniqueness, he received accolades from all the Washington, DC local television news, appeared in the Washington Post multiple times, and interviewed on NPR Radio. NASA gave Mr. Sánchez an achievement award that included a complimentary, same-day round trip to NASA's Cape Canaveral Space Shuttle Launch. His students were invited to MIT's Systems Thinking K-12 conference, and were only students of color to participate.

For fun, Mr. Sánchez enjoys eating healthy, vegan cooking, daily exercise routine, scrolling through the latest scientific abstracts in the fields of computer science, economics, business, mental and physical health, foreign affairs, and political science. He makes time for his eight grandchildren, with the oldest following his footsteps as a third-year computer science major at the University of Maryland. He mostly spends time in the Washington, DC Metro area but often commutes to his second home in Vega Alta, Puerto Rico, with his wife, Lourdes Martínez.

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.

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.