



## **ABOUT FAPAC**

### **Federal Asian Pacific American Council**

#### **CONTENTS**

About FAPAC	1
Mission	
Vision	
Code of Ethics	2
Objectives	
Strategies to Achieve Objectives	3
FAPAC Officers 1985 – 2004	4
Strategies (Cont.)	6
Milestones	7
2003 Youth Initiatives	9
Chapters and Member Organizations	10

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## **ABOUT FAPAC**

The Federal Asian Pacific American Council (FAPAC) was founded in 1985. It is a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American (APA) employees in the Federal and District of Columbia governments.

FAPAC is organized exclusively for educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code. The primary purpose of FAPAC is to serve as an interagency association within the Federal and District of Columbia Governments, providing a focus for over thirty ethnically distinct groups originating from Asian and Pacific regions as recognized by the United States Bureau of the Census.

## **MISSION**

FAPAC is an organization that promotes equal opportunity and cultural diversity for APAs within the Federal and District of Columbia governments. FAPAC encourages the participation and advancement of APAs in the Government work force.

## **VISION**

FAPAC will be a nationally recognized organization that serves as a conduit through which the interests, issues and representation of Asian Pacific Americans in the Federal, State, County, City and District of Columbia governments are addressed. It will also promote partnerships with the public and private sectors in the community it serves.

## **CODE OF ETHICS**

Each member shall uphold the vision and objectives of FAPAC as expressed in its Constitutions and Bylaws. It is incumbent upon each member to behave honorably in representing FAPAC in all organization activities and avoid in engaging in any transaction that may come in conflict with the interest of FAPAC.

## **OBJECTIVES**

Increase APA participation in the Government. Assist the Federal and District of Columbia Governments in promoting, establishing, and maintaining an effective and equitable participation of Asian Pacific Americans in the workforce.

Promote recognition of APA competencies. Promote overall awareness of the impact of Asian and Pacific cultures, contributions, work ethics, and behavior as related to government employment.

Find solutions to challenges. Promote a better understanding of, and to seek solutions for, the particular problems, including Equal Employment Opportunity, of Asian Pacific Americans in the Federal and District of Columbia workforces.

Establish coalitions and good will. Establish and maintain channels of communication and good will between Asian Pacific Americans and other individuals in the Federal and District of Columbia governments and the community in general.

Train for advancement, leadership and cultural understanding. Promote the career development and advancement of Asian Pacific Americans in the Federal and District of Columbia governments – and to do so through such vehicles as sponsorship of leadership and training conferences, Asian Pacific American Heritage observances, and developmental workshops.

## **STRATEGIES TO ACHIEVE OBJECTIVES**

### **Increase APA Participation in the Government:**

Monthly Meetings: Report to the members on special hiring initiatives. Invite guest speakers from OPM and Federal agencies to describe recruitment activities and opportunities.

Job Search: Continue Avue Technologies partnership to provide a FAPAC gateway to Federal job listings. Send email notices of job postings to members.

Outreach: Foster positive relationships with officials at OPM, the White House, and hiring agencies to partner with FAPAC on job fairs and other recruitment efforts. Provide scholarships to APA students who have an interest in a government career.

Annual Conference: Include a Job Fair, agency exhibits, and workshops and plenary sessions pertaining to preparing resumes, interview skills, and SES candidate programs. Include a youth program to interest students in a career in the Federal government.

### **Promote Recognition of APA Competencies:**

Monthly Meetings: Recognize promotions and appointments of APAs in Government.

Special Events: Hold Awards Luncheon to recognize FAPAC volunteers and supporters. Attend and support events by partner organizations/agencies to recognize the value of diversity and the accomplishments of minorities and women in the Federal work place.

Annual Conference: Include military and civilian awards programs in the conference agenda, and introduce and recognize APA executives and managers.

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FOR OFFICERS 1985 - 2004

## **STRATEGIES** (continued from page 3)

### **Find Solutions to Challenges:**

Monthly Meetings: Report to members on developments on the glass ceiling issue, national origin discrimination in employment, EEO-related laws and regulations, legal rights, etc. Invite guest speakers on related topics.

Consultation: Participate in EEOC, OPM and other town hall meetings and dialogues on affirmative employment policies and practices. Strengthen partnerships with EEOC, OPM, etc. to prevent discrimination and promote diversity.

Annual Conference: Include workshops and plenary sessions related to civil rights and preventing and countering discrimination. Invite APA Members of Congress to speak.

### **Establish Coalitions and Good Will:**

Monthly Meetings: Report to members on FAPAC's outreach and sponsorship activities. Invite guest speakers from related diversity organizations to discuss best practices to achieve goals.

Outreach: Build coalitions by meeting with partner organizations and agencies and sponsor their activities to the extent the activities reflect and support FAPAC's mission and objectives: e.g., Asian American Government Executives Network, White House Initiative on AAPIs, Conference on APA Leadership, National Coalition for Equity in Public Service (NCEPS includes FAPAC, Blacks in Government, Federally Employed Women, and National Image). Make presentations at external events.

Annual Conference: Promote networking, interagency communication, scholarships, and youth programs. Spotlight partnerships like DoD, DOL, NCEPS and AAGEN.

## **Train for Advancement, Leadership and Cultural Understanding:**

Monthly Meetings: Invite guest speakers on career development, leadership skills, and personal competencies. Inform members of cross-cultural education events.

Outreach: Contact Federal agencies to encourage establishing individual development plans and mentorships for APA employees. Enlist support from APA Members of Congress and APA senior executives as role models and advisors to FAPAC.

Annual Conference. Include workshops and plenary sessions on teamwork, dealing with difficult people, leadership skills, and increasing personal competencies such as money management and communication skills. Sponsor performances by APA professionals in the arts to increase cross-cultural understanding.

### **MILESTONES**

- 1985: FAPAC established.
- 1986: FAPAC's first National Leadership Training Conference was held during the Asian Pacific American Heritage Month, attracting over 120 participants across the country.
- 1987: FAPAC held its first recognition event for Senior APA executives in the Federal service at the Cannon House Office Building.
- 1989: FAPAC presented a cultural exhibit at the Smithsonian Institution, "Focus on the Filipino: 226 Years of Filipinos in America" and developed a computerized system for matching APA candidates to Federal agency needs.



- 1993: FAPAC participated in the Bells for Hope as part of the Presidential Inaugural, launched its first newsletter, “The Asian Vision,” and established its first chapters outside DC in Sacramento and Detroit.
- 1994: FAPAC founded the National Coalition for Equity in Public Service (NCEPS), with Blacks in Government, Federally Employed Women, Hispanic National IMAGE, and the Native American Cultural Exchange.
- 1996: FAPAC opened its web site allowing Internet access.
- 1997: FAPAC bestowed the first Special Service Award to General Eric Shinseki, U.S. Army.
- 1998: FAPAC presented the Asha Jaini Scholarship for an internship at the Department of Education.
- 1999: FAPAC was approved as an IRS 501 (c) (301) tax-exempt organization.
- 2000: FAPAC significantly increased its outreach with external groups.
- 2001: FAPAC awarded 3 scholarships to APA high school seniors and/or college students for the first time and was incorporated as a non-profit corporation in Washington, DC.
- 2002: FAPAC expanded its career assistance program through partnership with Avue Technologies to enable job search and application on the web, joined the Department of Labor as cosponsor of the first APA Career Summit, and partnered with DOD to sponsor the first FAPAC/DOD luncheon, with more than 800 participants attending.

- 2003: FAPAC expanded its partnership with DOL to combine the APA Career Summit with FAPAC's National Leadership Training Conference and cosponsor the Opportunities Conference for APAs and Hispanics.
- 2004: For the first time, FAPAC's annual National Leadership Training Conference will be held outside the DC Metropolitan Area. The conference is to be held in San Francisco from May 17 – 21, 2004 during Asian Pacific American Heritage Month.

### **FAPAC YOUTH INITIATIVES - 2003**

#### **FAPAC Internship Awards**

Dolradee Moraras  
 Katrina Wei  
 Kenny Chen  
 Hwa Kyung Chae and Andrew Kim\*

\*Shared Internship at White House Initiative on Asian Americans and Pacific Islanders.

#### **FAPAC and International Leadership Foundation Scholarships\*\***

Lyne Nakagawa  
 Christine Kyong Min Sol  
 Jonathan Hwang  
 William Wang  
 Iris Wen-Yun Liaw  
 Louise Giam  
 Elizabeth Chan

\*\*In partnership with the International Leadership Foundation (ILF) - the scholarships are awarded to the college student while the ILF matching fund will be sent directly to the student's college or university.

## **FAPAC CHAPTERS AND MEMBER ORGANIZATIONS**

### **Chapters**

FAPAC Alabama  
FAPAC California – USPS Bay Area, APIPA  
FAPAC California – Sacramento  
FAPAC Florida  
FAPAC New Jersey - Fort Monmouth  
FAPAC New Mexico  
FAPAC Ohio  
FAPAC Tennessee  
FAPAC Washington DC - Bureau of Engraving and Printing  
FAPAC Washington DC - Federal Communications Commission

### **Member Organizations (Washington DC Area)**

Parklawn APA Community, Rockville  
  
Asian Pacific Internal Revenue Service Employees  
  
U.S. Department of Health and Human Services APANet  
  
U.S. Environmental Protection Agency APA Council  
  
U.S. Department of Transportation APA Employee Council  
  
U.S. Department of Housing and Urban Development,  
APA Council  
  
U.S. Customs APA Council  
  
Government of the District of Columbia APA Council