



# And The Winners Are...

By Raquel Ysasi-Huerta, Director of Education

**W**e are happy to announce that this year we surpassed the previous numbers of individuals that submitted applications for our scholarship programs. As you know, we have scholarship programs that benefit not only our members and their dependents, but we also have scholarship programs that help those individuals with financial needs.

Member Tuition Reimbursement Program is for NHCFAE members only. To be eligible for this program members must have been enrolled and completed a program or course in higher education, from the previous calendar year. This year the following members received tuition support:

- Magda Batista-Carver- Capital Chapter
- Michelle Benitez- Capital Chapter
- Cynthia Garcia- MMAC
- Raul Garza- ANM Chapter
- Yamileth Gonzalez-Iribarren- ASO Chapter
- Yadira Lacot- Capital Chapter
- Justin Lindgren-ASW/ABQ Chapter
- Fernando Marquez- ASW Chapter
- Jacqueline Naranjo- Capital Chapter
- Victoria Rogers- AWP Chapter
- Manuel Ruiz- ANM Chapter
- Marie Sanchez- AWP Chapter
- Ken Sharp-AWP Chapter
- Erica Vasquez-ASW/ABQ Chapter

NHCFAE-FEEA Scholarship Program is for current civilian federal employees who are members of NHCFAE and their dependent family members (spouse/child). All applicants must be current high school seniors or college students working toward an accredited degree and enrolled in a two or four year undergraduate, graduate or post graduate program. We are happy to announce this year's three winners:

- Breanna Borrego, daughter of Tony and Sylvia Borrego, ASW Chapter
- Courtney Contreras, daughter of Vicki Contreras, ASW Chapter
- Amanda Higgins, daughter of Paul Higgins, AWP Chapter

Along with the two programs listed above, we have two scholarships that allow us to reach out to the community. Both of these scholarships are in memory of two of our beloved members: Rene Matos, who was President of NHCFAE from 1989-1992 and Danny Gutierrez, who was the National Director of Resources at the time of his passing.

Both of these scholarships consider the following six areas: participation in co-curricular activities, leadership in co-curricular activities, participation in extracurricular activities, leadership in extra-curricular activities, participation in community activities, academic honors/awards received, grade point average and financial need. The difference is that for the Rene Matos Scholarship, the applicant can study in any field and the Danny

Gutierrez Scholarship is geared for those students who are studying engineering and/or electronics.

The following ten individuals were selected for the Rene Matos Scholarship:

- Christopher Loedel – Fort Worth, Texas
- Robert Rincon – Chicago, Illinois
- Lurdes Hernandez-Hernandez – Mossyrock, Washington
- Efren Espinosa, Brownville, Texas
- Christina Trujillo – Las Vegas, New Mexico
- Margo Martinez – Falfurrias, Texas
- Jolene Valdez – Houston, Texas
- Crystal Elusta – Chicago, Illinois
- Tanya Everett-Heggie – Quincy, Massachusetts
- Jennifer Espinoza – Laredo, Texas

The Danny Gutierrez Scholarship was created by the Western Pacific Chapter (AWP), and each year they select one winner. This year's winner is Danny Mota – from Blacksburg, Virginia.

Congratulations to this year's winners! If you have any questions on any of the scholarship programs, feel free to send a message to [doe@nhcfae.org](mailto:doe@nhcfae.org), and look for information on next year's scholarship program on our website, [www.nhcfae.org](http://www.nhcfae.org) soon.



I wish to express my gratitude to the National Hispanic Coalition of Federal Aviation Employees for the scholarship that you have awarded me. It is an honor to receive this recognition.

At University of California Berkeley, I am majoring in Development Studies with an emphasis in Latin America. I have always had a passion for helping others through volunteer work. After graduation, I hope to contribute to the improvement of economic and social conditions in Latin America.

Thank you so much for helping me achieve my goals.

~ Amanda Higgins

# Educational Partnerships with FAA Office of Civil Rights and California State University Channel Islands

By: Dr. J. Carlos Manduley

In May, Dr. J. Carlos Manduley, Senior Adviser for Educational Partnerships; and Kimberly Castillo, National Hispanic Employment Program (HEP) Manager, from the National Outreach Program for Diversity and Inclusion (NODI), FAA Office of Civil Rights (ACR), attended an employment roundtable sponsored by the U.S. Secretary of Labor Hilda Solís. The roundtable was to commemorate the 'Cinco de Mayo' celebration in Washington, D.C. The event was entitled, "Creating Career Pathways and Building Pipelines to Post-Secondary Education for Latino Adult Learners." Dr. Richard R. Rush, President, California State University Channel Islands (CSUCI) was part of a panel discussion with other distinguished guests. After the event, Dr. Manduley approached Dr. Rush and briefly explained educational partnerships, increased collaboration and outreach to academic institutions, particularly Minority Serving Institutions (MSI) in the fields of Science, Technology, Engineering and Mathematics (STEM) and other aviation, aerospace related areas.

On September 15, at the FAA Headquarters, a meeting took place with Dr. Rush and Ms. Celina Zacarías, Director of Community and Government Relations. This meeting was arranged by Dr. Manduley; Kimberly Castillo; Deena Collier, National Federal Women's Program (FWP) Manager; and Erin Ballard, Regional Special Emphasis Program Manager. James Brough, National Aviation and Space Education (AVSED) Manager was invited to call into the meeting from the FAA New England Regional Office. CSUCI has more than 4,500 students, who attend, instruct and staff the campus. Dr. Rush mentioned some of the majors they offer at CSUCI, including applied physics, biology, chemistry, computer science, environmental science and resource management; information technology and others. A major accomplishment for CSUCI is having obtained their Hispanic Serving Institution (HSI) designation in 2010. Moreover, the University's student demographic, race and ethnic composition revealed that the CSUCI campus has a 31% rate of Hispanics/Latina/o. When CSUCI was designated as an HSI in 2010, it also became eligible to receive additional federal grants to support its programs. On October 29, 2010, the U.S. Department of Education awarded \$6 million dollars in grants to CSUCI.

These awards were to be distributed as two separate grants: the "Strengthening Institution-HSI (to be referred to as an SI-HSI) grant and the "Promoting Post-Baccalaureate Opportunities for Hispanic Americans (referred to as the PPOHA) grant. This was indeed another major accomplishment for Dr. Rush and CSUCI.

Dr. Manduley briefly discussed the goals of the ACR Educational Partnerships Initiative (EPI) and Experiential Student Mentorships (ESM) Pilot Program. He explained that both of these programs are focused on the MSI, as one of the main objectives for EPI to partner and collaborate with MSIs, the Collegiate Training Initiative (CTI) schools, and the colleges/universities with a high concentration of diverse and minority groups. That is why he thinks that: "strengthening collaboration and partnerships are important when it comes to academic, faculty and professional exchanges; student and career development programs; mentorships, co-ops, grant development; external advisory and expertise assistance; and other areas." James Brough talked about the STEM and aviation and space education, as well as, providing training to the teachers in middle and high schools. He also mentioned about the Aviation Career Education (ACE) Academy Program, which is an interactive summer camp geared towards middle-high school students, who may be interested in aviation and aerospace. Ms. Castillo and Ms. Collier shared with our guests their own experiences working with colleges, universities and high schools. Ms. Castillo talked about using Videoconferencing Technology (VCT), as a way to reduce agency costs in the FAA, and throughout the Federal government. Overall, the visit to FAA by the CSUCI representatives proved to be very productive. In turn, the CSUCI guests thanked the group for all the innovative ideas presented, their enthusiasm and energy, and sharing ways to collaborate.

# 10th Annual ¡VIVA! Hispanic Business and Consumer Expo / Career Fair

By: John Espinosa

Members from the Aeronautical Center Chapter worked a booth at the 10th Annual ¡Viva! Hispanic Business and Consumer Expo / Career Fair that took place on July 30 at the State Fair Grounds Transportation Building. The event was hosted by the Greater Oklahoma City Hispanic Chamber of Commerce. There were over 200 exhibitors that attended displaying products and services to Oklahoma's Hispanic Community. With **more than 17,000 attendees** in the past two years, the Hispanic Business & Consumer Expo/Career Fair is recognized as **the largest Business Expo in Oklahoma**. Exhibitors represented various backgrounds including national, regional and local companies; non-profit, government, cultural, media and faith-based organizations, as well as many others. Many of the exhibitor booths contained targeted advertising campaigns and special signage to attract prospective employees. The 2011 Hispanic Business & Consumer Expo/ Career Fair allowed companies:

- Business exposure
- Business development opportunities
- Business networking
- Bilingual candidates for employment
- Targeted advertising in Spanish as well as in English

The Federal Aviation Administration (FAA) booth contained informational handouts about the different career opportunities that the FAA has to offer. Handouts included information on how to navigate and search for jobs on the FAA website ([www.jobs.faa.gov](http://www.jobs.faa.gov)) as well as the Office of Personnel Management website ([www.usajobs.opm.gov](http://www.usajobs.opm.gov)). There were also handouts with information on filling out the Knowledge, Skills and Abilities (KSAs) portion of the government application. Various pamphlets were distributed to attendees that included information about the Mission, Values and Goals of

the FAA. Sample job posting were available from both career websites to discuss with attendees the difference in website layouts and various forms that they would need to submit during the application process.

Attendees were asked to provide their contact information on a sign-up sheet in order to receive more information about the career of their choice. The contact information was coordinated through the FAA Office of Civil Rights National EEO Outreach Program. Visitors to the booth were treated to giveaway items that included pens, notebooks and backpacks with the FAA branded Destination 2025 logo attached.

This was a great event for the MMAC Coalition members to attend and promote the career opportunities available in the FAA as well as reach out to the Hispanic population.





By: Don Espinosa, *Vice President, NHCFAE*

# Elections Results

## Newly Elected National Officers Take Office

Congratulations to Ms. Sadie Alvarado who began her second term as the National President on October 1. Two newly elected officers also began their terms: Mr. Erik Salazar, Director of Administration; and Ms. Yadira Lacot, Director of Public Affairs. Both Erik and Yadira ran unopposed while the Presidential position involved a close race between Ms. Alvarado and Ms. Victoria Rogers. As a result of the outcome, Ms. Rogers challenged the manner in which the elections were conducted. After careful review by the Election's Committee Chairperson, Ms. Shirley Hingada, it was determined that the 2011 elections and voting for National Officers was conducted per the NHCFAE Bylaws, Article 10A.

The election process began in May with the prospective candidates announcing their intent to run for office. Campaign Guidelines were provided to the candidates. In mid June, Election Voting Ballots were mailed to the NHCFAE Membership with instructions on voting by mail, proxy or in person. This year's election had a 32 percent participation rate. Historically, the average of NHCFAE members who choose to vote is 28 percent.

The ballots were tallied by the Elections Committee, which consisted of four other NHCFAE member volunteers: Norma Campos, Eduardo Franco, Brody McCray and Don Espinosa. The committee members followed the guidance of the Elections Chair

in validating each ballot. Each committee member counted the ballots, verified the count as true and accurate and signed an Elections Validation Form, which was provided to the Director of Administration for record keeping.

After receiving the verbal challenge to the elections results, the Elections Chair, Ms. Hingada, requested in writing from Ms. Rogers the basis of the challenge. Ms. Rogers provided the information and Ms. Hingada conducted an inquiry. Ms. Hingada's response and recommendation to uphold the election results, the signed Election Validation Form and a Flow Diagram defining the election process was provided to the NHCFAE Executive Committee. Copies of the Elections Flow Diagram and 2011 Election Validation Form are available from your Regional Center Director.

In conclusion, the Executive Committee finds the 2011 Elections final and binding per NHCFAE Bylaws, Article 10A.



# Being Furloughed

By: Susie Diaz, *Western-Pacific RCD*

Oh boy! What an experience being on a two-week furlough. I work in the Engineering Services Department at the Western-Pacific Regional Office in California and I was one of the employees that were affected by this expected/unexpected incident. I have been working at the Agency for 12 years and a half years and have never experienced being on furlough. Some people used to tell me that everything would be “ok”, but the feeling of being out of work without getting paid is difficult to deal with.

What was really shocking was when I received a phone call advising me to file for unemployment. This situation really made me realize that even in the Federal government job security could be in jeopardy. It was time to think of a Plan B: go back to school and pursue another career. Fortunately, these situations make you cherish good friends and familia you have. I am very fortunate to have people in my life that, besides putting up with my extra jovial self (using big words, when it reality is craziness!), you are able to handle these situations with a smile on my face.

I want to thank all my fellow friends from work and my extended familia from NHCFAE that truly cared for me and helped me during the two-week furlough. At the 2011 Annual Training Conference in Washington, DC, I was called “furlough girl”. Of course I didn’t mind it because I was furloughed, but they all reminded me that even through the most saddening and difficult experiences, you should always have a smile on your face. Thank you for all the smiles, laughs and talks. They were extremely helpful!

# What Would You Do If Your Child Was Losing His Eyesight?



Meet Roberto Carlos Machuca. Roberto Carlos is a smart and talented 14-year old living in Miami, Florida. He is full of life, smiles and laughter...and he plays a mean saxophone as well! When Roberto Carlos was 8-years old, he was diagnosed with RETINITIS PIGMENTOSA.

This is an eye disease that progressively worsens, and ultimately leads to blindness. Currently, people diagnosed with Retinitis Pigmentosa are not supported by any charitable organization and the condition is not covered by any health insurance. There is no known cure, but there are experimental treatments that may offer a possible solution.

The next step for Roberto Carlos is Stem Cell Harvesting and Treatment therapies at a special center in Phoenix, Arizona. He will have to travel there with his parents and stay until the therapies begin to take effect. Unless Roberto Carlos has this important treatment, doctors have advised that he may become completely blind by his early twenties.

These treatments are expensive and there are no guarantees, but with your hope, support and prayers we can **MAKE THIS MIRACLE HAPPEN!**

Roberto Carlos has great expectations in his life, not the least of which is someday playing sax with Kenny G! Please help us make his dreams come true and give him the gift of sight. Your contribution will mean the world to him and his family.

To make a donation by credit card, log on to [www.badgesofcourage.org](http://www.badgesofcourage.org) and click on **Donate**.

Or, you can send a check to:

RCM Trust Account #977719111

c/o The Badges of Courage Foundation

Chase Bank, 4000 Ponce De Leon Blvd., Ste. 100, Coral Gables, FL 33134 **ATTN:** Ignacio Del Villar



The Badges of Courage Foundation is a private, not for profit tax-exempt Florida Corporation, organized in 2010 to operate exclusively for charitable purposes, as described under the Internal Revenue Code 501(c) (3). Donations to the RCM Trust are deductible on IRS Form 1040.



Left to Right: Grace De la Cruz, Elizabeth Medina, Carlos Haro, Susie Diaz, Ofelia Medina and Dolores Leyva.

## Western Pacific Chapter's Experience at the 2011 NHCFAE Annual Conference

By: Carlos Haro, Dolores Leyva, Ofelia "Ofie" Medina, Susie Diaz

Attending the 2011 NHCFAE conference in Washington, D.C. was a memorable experience that I won't soon forget. Having been a member of the coalition for only one short month before the conference took place opened my eyes to many of the positive and lasting effects of the Coalition early on. Attending the 2011 conference allowed me the opportunity to meet and speak with many wonderful people from other lines of business that I otherwise would not have been able to. It also gave me the opportunity to hear many of the FAA's initiatives straight from many of the top executives in the FAA. These distinguished guests even included the FAA Administrator, whom I never thought I would get the chance to see in person. I look forward to many more conferences and many years with this great organization.

~ Carlos Haro (Member)

As a first time attendee to the conference, I found it to be very informative and a great venue to meet other professionals within the organization. The conference presented the unique opportunity to hear first hand news from the key players, which I found to be very beneficial. The training sessions offered were very educational. The overall content was well balanced and very educational.

~ Dolores Leyva (Member)

This is my second year attending the NHCFAE Training Conference. I have enjoyed both last year's conference and this year's conference so

much. I get really good information and learn a lot from the training sessions. One of my favorite things about the conference is that I get to meet employees from other regions. I also enjoy being able to see staff members from other regions who work in my same LOB (Office of Civil Rights). I look forward to attending the next conference. It definitely is a conference worth attending and I would recommend it to all.

~ Ofelia "Ofie" Medina (Member)

Attending this conference has been truly an honor especially because this being the first conference that I have attended being the Regional Chapter Director (RCD) of Western-Pacific Region. Every year that I attend the training conferences I get a better feel of why I'm proud to be part of NHCFAE. I truly enjoy meeting new extended familia from all regions. All the different trainings that we get each day are very helpful which we can add them in our daily jobs. It was truly an honor that Mr. Michael Huerta (FAA Deputy Administrator) came back to this conference to give us an update and to let us know that he is there for all of us. I also enjoy the visit of Mr. Randy Babbit, during an extreme busy, critical time when many FAA employees were on furlough. All the training that we get are always very motivational. I love how the different chapters get together to help each other to put an excellent conference each year. I definitely look forward to next year's conference.

~ Susie Diaz (RCD)

# Helping our Familia!

By: Yadira Lacot

The FAA offers a wide array of programs aimed to help our peers when most needed. The Voluntary Leave Transfer Program (VLTP) allows federal employees to donate leave hours to people undergoing health issues and do not have enough leave time.

Three of our NHCFAE members have been experiencing health issues and could use donated leave hours until they are able to come back to work. These are: Luis Camacho, Lisa Rodriguez and Maria Sanchez.

This is the official web link for the Voluntary Leave Transfer Program:

<https://ahrweb1.faa.gov/ovltp/index.cfm?here=home>

## Donors need to be registered to do it online.

- Click on “Site Registration/Login” on left margin,
- Click on “Request Login”.

## Once you're registered logged in:

- Click on “Recipient's List And Online Donations”
- Pick “FAA Technical Center” and click on “Submit”
- Find ‘CAMACHO, LUIS’ ‘SANCHEZ, MARIA’ ‘RODRIGUEZ, LISA’ on the list.

Let us continue helping our familia through any means possible; and here is one!



# WAITING AT BWI

By: Bill Fernandez

Here I sit at Gate C6 in Baltimore Washington International Airport waiting for my flight to Chicago and a connection on to Oklahoma City. I can't wait to get home and see my family, it has been three weeks since I left. Two weeks teaching a class in Silver Spring, Maryland, then a week at the National Hispanic Coalition of Federal Aviation Employees Annual Training Conference. Yet, the one emotion that most fills my heart is one of sadness; a sadness of leaving my brothers and sisters of NHCFAE behind.

It is so funny how fast you all have become a part of my heart. Last year I was able to convince my boss to send me to San Diego to find out what the NHCFAE was all about. Let's be frank here, I was more interested in a free trip to beautiful San Diego than finding out about the NHCFAE. Yet my experience in San Diego made me want to get more involved and I became a member just last year.

When I got back to OKC, I started attending the MMAC Chapter meetings and started throwing out ideas for our chapter. Erik Salazar came to me and told me that he was getting ready to take on greater responsibilities at the National level and he needed someone to step up and help run the chapter. He asked me if I would run for Chapter Director. I was hesitant, and Erik was persistent. So I threw my name into the hat. Who knew that no one would run against me and the RCD job would fall into my lap.

Now, I was in trouble. Now what? Not only was I the new Chapter Director, but Daniela, our Deputy Chapter Director was also new to a leadership role. We just got handed the NHCFAE Chapter of the Year award at this year's conference. But, there was no reason to worry. The reality is that Erik and Cynthia Garcia have been here all the time and of course, Don Espinosa is never far away either. They have been wonderful in helping to guide us through this change and we have come out well, and I am excited about the future of our Chapter.

This year's NHCFAE Annual Conference was hectic, chaotic, informative, extremely well ran and an absolutely wonderful experience. From the parliamentary proceedings on Monday making changes to the By-laws and Constitution, until the closing banquet and dancing on Thursday night. The Gaylord Hotel was beautiful and our accommodations were first rate. But it was the people that made it special.

The presentations were interesting; I was able to learn a lot. There was controversy in the election results. There were debates and even arguments which all made it feel even more like a family.

At this year's conference, I was able to spend more time with everyone, and got to learn more about everyone.

After eating dinner at the banquet and dancing a little bit with some beautiful women, I took time to just sit back and watch this new family of mine. Literally, I sat alone and just watched. Both happiness and sadness rose up within me. Happiness to be a part of something so special and sad to think that it would soon be over. I watched everyone dancing and talking, laughing and smiling, the arguments gone for now and I smiled. Así es mi familia!

I watched as Carmelo went out to dance with his lovely wife and it reminded me of all the love and hard work he poured into the conference and how he led and inspired his Washington, DC chapter brothers and sisters to produce this wonderful conference. Thank you all for allowing me to feel as if I've come home. It is because of this passion and caring that I know we will grow stronger and better as an organization and as a family.

I want to thank every one of you who welcomed me as a new brother and I am truly saddened that I will probably have to wait another year to see everyone again in Miami.

P.S. Just got bumped from my flight! Have to move down to gate C8 and connect through DFW, but I'll only be an hour and a half longer if I don't get bumped again! It is a good thing you all are worth the hassle of all this travel!!!

P.S.2 (Two weeks later) A lot has been going on since the Annual Training Conference and I wanted to point something out. As a Coalition, We Will have disagreements! We Will have arguments! We Will have passion in what We care about! Believe it or not that IS a good thing! We need everyone to bring their passion and caring to this organization and it doesn't always have to be the same opinion as members of the Executive Committee. Maybe we will not always express it the right way, but I do believe that everyone wants what is best for the Coalition though we will and probably should have differences of opinion on what is best. The worst arguments I have ever seen were those between people that loved each other. Think about it. If you don't care, you walk away. Give me passion any day!

Abrazos!

# MMAC Chapter Feds Feed Families

By: Alex Sotomayor

On August 25, the NHCFAE MMAC Chapter collected 277 pounds of food for the Feds Feed Families Program. The MMAC Chapter is proud to be a part of this great program. As one of the leading FAA Employee Associations, the NHCFAE MMAC Chapter believes that diversity is our strength and we express that belief by supporting our community and forming collaborative partnerships.

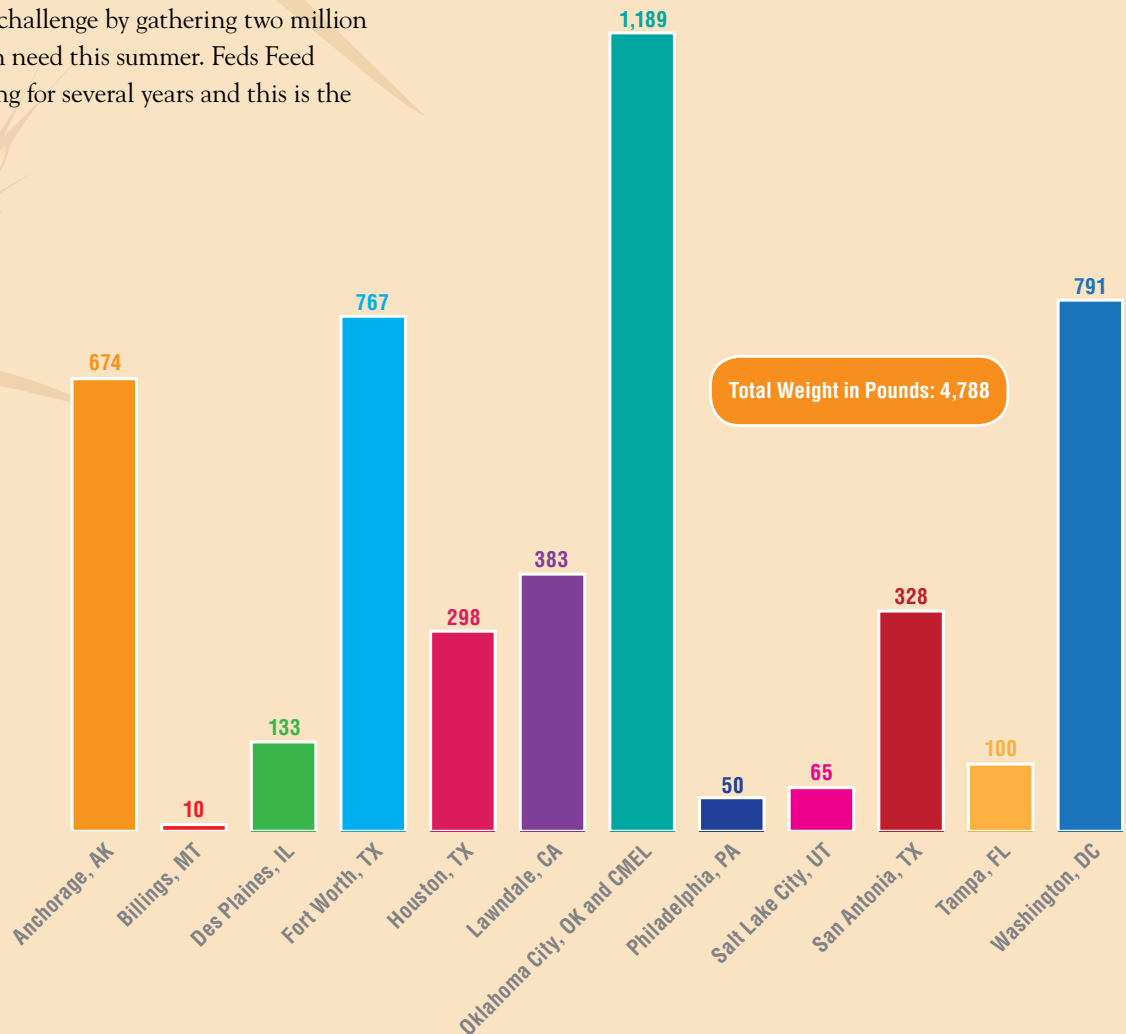
During the Thanksgiving and Christmas Holidays, many of us donate food, clothing and other items for our neighbors in need. Unfortunately, after the Holidays, the need does not go away. In too many families today, one or both parents are still searching for work and the needs are even greater throughout our country this year. Over the summer months, children are out of school and do not have access to lunches provided through school nutrition programs. As a result, Food Banks all over our country face severe shortages of non-perishable food. Federal employees nationwide are stepping up to meet this challenge by gathering two million pounds of food for families in need this summer. Feds Feed Families has been going strong for several years and this is the

first year the NHCFAE MMAC Chapter has participated. We are planning to support this cause again next year.

Feds Feed Families is a government-wide effort led by the Chief Human Capital Officers (CHCO) Council, in partnership with the Office of Personnel Management (OPM), the Department of Defense (DOD) and the U.S. Department of Agriculture (USDA). As of the end of July, 2011, the FAA collected over 4,700 pounds (see table below).

With the many community outreach Chapter activities planned for the following year, this is certainly an exciting time for the MMAC Chapter. The MMAC Chapter urges all fellow NHCFAE Chapters to join us and reach out to our communities to provide hope, encouragement and ethical leadership.

For more information, please contact Alex Sotomayor at 405-954-6711.





With Outreach  
and Training

capital area  
foodbank

capital area  
**foodbank**



# More than 150 Participants at the

By: Kimberly Castillo, Christian Garcia and Jacqueline Pino

The NHCFAE Capital Chapter is proud and honored to have hosted the 2011 Annual Training Conference at the Gaylord National Hotel and Convention Center in Washington, DC. This year's theme was Shaping our Destiny, Building the Future and all of our speakers and activities successfully transmitted the meaning of this theme. In addition, we are happy to announce that our conference participation exceeded 150 participants throughout the three-day event. Thank you members, sponsors, speakers, FAA Executives and guests for your support in making this conference a total success!

The conference kicked off with the general membership meeting, where we voted for NHCFAE President, Director of Administration and Director of Public Affairs. Congratulations to Sadie Alvarado

for her second term as President and Erik Salazar and Yadira Lacot for becoming part of the Executive Board.

The agenda included a briefing by the Deputy Administrator, Mr. Michael Huerta, on the new strategic plan Destination 2025; a panel with the Office of Personnel Management and FAA's Office of Human Resource Management. An ATO Executive panel was conducted with distinguished guests like the Vice President of Technical Operations, Teri Bristol and the Vice President of Terminal Services, Walt Cochran, among others. The Administrator, Mr. Randy Babbitt, joined us on Thursday, where he offered encouraging words to all furloughed employees. Surprisingly, by the end of the conference the furlough was over! The conference concluded with an Awards banquet where



# 2011 NHCFAE Training Conference!

members and guests enjoyed live entertainment in celebration of a successful training conference.

During the banquet, several members received awards. Congratulations to Michael Valdes, from the Great Lakes Chapter, for receiving Member of the Year award. Chapter of the Year was given to the Mike Monroney Aeronautical Center (MMAC). Don Espinosa, also from MMAC and NHCFAE Vice President was selected as the Executive Committee Member of the Year. Last but not least, Mrs. Sandra Sanchez, from the Capital Chapter, was selected Senior Executive Services (SES) of the year. Congratulations to all awardees; well deserved.

Special thanks to Faviola Garcia for an outstanding job with all our sponsors and Victoria "Tori" Rogers for helping us with the marketing of the conference and the creation of the conference program. Also, our immense gratitude to the following FAA offices: the ATO Diversity Office, Civil Rights Office and the Human Resource Management Office for their continuous support.

On behalf of the National Capital Chapter, it was a pleasure and an honor to host this year's conference and hope that you enjoyed our Nation's capital.

We look forward to seeing you in 2012 in Miami, Florida!

## National Employee Forum Goes Live Online

Source: Focus FAA

**September 28, 2011** – The National Employee Forum has created a new page on MyFAA and a revised charter to introduce new channels for employee communications across the FAA.

The Forum members agreed last week to revise the National Employee Forum charter. The Forum goals include informing agency management about issues affecting employees and improving agency-wide communications on work environment issues such as workplace diversity. The Forum also creates an inclusive environment for employees without regard to race, color, religion, national origin, sex, sexual orientation, age, disability, reprisal, genetic information or any other characteristics not bearing on job performance.

The agency established the Forum in 1996 after Assistant Administrator for Civil Rights and Diversity Advocate Fanny Rivera submitted a proposal to the FAA Administrator under personnel reform. The Forum was created to facilitate employee communications, allowing managers and other FAAers to discuss issues, concerns and ideas to Forum members. The Forum members consist of the FAA Administrator and Deputy Administrator, the Assistant Administrator for Civil Rights and Diversity Advocate, the Assistant Administrator for Human Resource Management, the National Presidents of each FAA Employee Associations and the three National Special Emphasis Program Managers. FAA Administrator Randy Babbitt leads the Forum, and Rivera and Acting Administrator for Human Resource Management Tina Amereihn co-chair the Forum.

The Forum's new webpage provides information on the agency's eight employee associations, which include FAA Gay, Lesbian or Bisexual Employees, Native American Alaska Native Coalition for Federal Aviation Employees, National Asian and Pacific American Association, National Black Coalition of Federal Aviation Employees, National Coalition of Federal Aviation Employees with Disabilities, National Hispanic Coalition of Federal Aviation Employees, Professional Women Controllers and the Technical Women's Organization.

The three other programs are the National Federal Women's Program, the National Hispanic Employment Program and the National People with Disabilities Programs to offer training, career counseling and other services. All these affinity groups and special emphasis programs advocate for equal employment, training and advancement opportunities for all employees, including minority groups.

“As members of the FAA National Employee Forum, we are proud to serve as agents of change and assist the agency to adopt policies and

develop initiatives that are inclusive of all persons, regarding their differences,” said Kimberly Castillo, FAA National Hispanic Employment Program Manager. “We represent over 48,000 employees nationwide and as a forum, we take pride in serving as advocates for employees and prospective job applicants.”

Employees may visit the Forum's website to learn more about the services provided by each association and special emphasis program.

For more information about the National Employee Forum, please contact Timmy Brown, AHR Coordinator, FAA National Employee Forum, at (202) 267.8164.

[https://employees.faa.gov/employees\\_services/employee\\_assist/associations\\_programs/employee\\_forum](https://employees.faa.gov/employees_services/employee_assist/associations_programs/employee_forum)



## Executive Order to Promote Diversity and Inclusion

Source: Focus FAA

**September 8, 2011** – On August 18, President Obama released Executive Order 13583 to promote the Federal workplace as a model of equal opportunity, diversity and inclusion.

This new Executive Order requires all Federal agencies to support and improve efforts to recruit, hire, promote and retain a more diverse and inclusive workforce to realize the overall goal of utilizing the talents of all members of society.

Employees are invited to read the full version of the President's Executive Order and view an archive of all previous Presidential Executive Orders.

## FAA Leaders Emphasize Need for Diverse Workforce at National Hispanic Coalition Conference

Source: ATO News

**August 10, 2011**—FAA speakers at last week's National Hispanic Coalition of Federal Aviation Employees training conference emphasized the need to make the agency's workforce more diverse.

Deputy Administrator Michael Huerta, who kicked off the conference with a keynote address Aug. 2, encouraged coalition members to help "each other achieve our fullest capability." He also asked them to provide FAA leadership with their ideas on how to improve diversity within the agency.

Speaking on a panel, ATO Chief Operating Officer David Grizzle discussed how one of the core goals of Destination 2025 — "build a workplace of the future" — gives the FAA a way to create a more diverse workforce.

Grizzle echoed Huerta's message to bring "superstars" to the attention of FAA leadership and emphasized that a diverse workforce makes better decisions.

He stressed the importance of employee associations like the NHCFAE, which provide value in critical ways to the organization.

Administrator Randy Babbitt addressed the conference on Aug. 4,

its final day. He emphasized to participants that "we are a family of employees" who share the same goals and priorities.

After Babbitt's remarks, ATO leaders participated in a panel discussion, giving operational updates and fielding questions from coalition members. Taking part were Teri Bristol, vice president of Technical Operations; Walt Cochran, vice president of Terminal Services; Chris Metts, vice president of En Route and Oceanic Services; and Joseph Teixeira, vice president of Safety.

Coalition member Carlos Aguirre, a NAS operations manager at the Air Traffic Control Systems Command Center, said he appreciated hearing insights from ATO leaders about the future of the FAA.

Members also participated in training sessions during the week. Yadira Lacot, a communications specialist for Terminal Services, said "we were able to receive training on different subjects that will make us better FAA employees."

The conference took place Aug. 2-4 in National Harbor, Md.





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