



USAID
FROM THE AMERICAN PEOPLE

THE INSIDER

FRONTLINES

JULY 2010



Photo by Mary Jane Cotter, USAID

USAID and other federal agencies observed Asian Pacific American Heritage Month at the Ronald Reagan Building May 19. Participants included WTTG-TV reporter Sherri Ly, left, and author Jane Hyun.

USAID Observes Asian Pacific American Heritage Month

By Mary Jane Cotter

USAID celebrated Asian Pacific American Heritage Month at the Ronald Reagan Building May 19 with opening remarks by Administrator Rajiv Shah and a keynote speech by Jane Hyun, an internationally recognized executive coach, speaker, and author.

Founder and president of Hyun and Associates, and author of *Breaking the Bamboo Ceiling*, Hyun was raised in South Korea, and came to the United States when she was 8 years old.

“The development of future leaders depends on all of you,” said Hyun. “For Asians, take the time necessary to build and maintain an active professional network. Think of it as an investment in your personal and professional career development.”

She also encourages employees to mentor others: “Continue to share your challenges as well as wins with your mentees so that they will be able to benefit from our experience. Asians, and multicultural professionals in general, have much to offer

to American society, and organizations can play a part in moving beyond recruiting them to tapping into their full capabilities.”

Shah, who has family roots in India, said, “As a young child, I remember growing up in Michigan and Pennsylvania.

“We didn’t always have the box for Asian Pacific American on the list of ethnicities [when filling out official documents]. There was a time when we transitioned from being ‘other’ to ‘Asian Pacific American.’ I know a lot of you experienced the same thing, and that’s wonderful because it makes it clear that we are a broad collection of unique cultures and attributes.

“We need Asian Pacific Americans to be identified,

recognized, celebrated, and then leveraged to make USAID a better organization—part of a more tightly, interconnected, global community.”

Sherri Ly, an Emmy Award winning reporter for WTTG-TV at FOX 5, was the mistress of ceremonies and paid tribute to her Vietnamese heritage.

Ohana of Polynesia performed dances from the Polynesian Islands of Tahiti, Hawaii, Samoa, Fiji, and New Zealand.

In observance of Asian Pacific American Heritage Month, President Barack Obama said that “Asian Americans and Pacific Islanders have shared common struggles throughout their histories in

see **HERITAGE** on page 2 ▶

Attorney Awarded for Ethics Website

Sabrina Segal of the Office of the General Counsel/Ethics and Administration (GC/EA) has won one of the first annual Federal News Radio’s Causey Awards.

The awards recognize individuals who work in the Human Capital Management field in pay, benefits, human resources, and human capital issues in the federal government and in industry.

Segal was honored for creating an ethics wiki known as Ethipedia. A wiki is a website that can be easily updated and edited by those with access, modeled after Wikipedia. Ethipedia, which can be accessed through a link at www.developedia.usaid.gov, provides guidance on common ethics issues including gifts, conflicts of interest, and post-employment issues although the website is not meant to replace comprehensive GC advice. Contact information for the Agency’s ethics officials is included on the wiki.



Sabrina Segal

Photo courtesy of Office of Government Ethics

Segal was honored for creating an ethics wiki known as Ethipedia.

Over the last 15 years, the GC/EA office has been repeatedly recognized for its ethics training. It was recently awarded the Education and Communication in Ethics Award from the Office of Government Ethics. In addition, GC/EA’s award-winning Ethical Decision-making seminar focuses on how employees can develop a sense of the organization’s values. Separate from the annual ethics training, the seminar explores how rules fit within the organizational values, and guides people on how to do the right thing in workplace situations where a clear answer is not evident.

Supervisors can schedule a session of Ethical Decision-making for their work unit by contacting Assistant General Counsel James Peters at 202-712-4785 or jpeters@usaid.gov. GC/EA now also offers ethics training focused on how a need for risk-taking can be consistent with strict adherence to the rules.

To see the complete list of Causey Awards go to: <http://www.federalnewsradio.com/?nid=291&sid=1962606>. For more information on ethical decision-making, go to: <http://inside.usaid.gov/A/GC/EA/ethdec.htm>.

WHERE IN THE WORLD...

APRIL 11, 2010 – MAY 8, 2010

PROMOTED

William E. Boyden II

Administrative Support Assistant

Matthew S. Carroll

Presidential Management Fellow

Marjorie K. Copson

Program Analyst

Sarah Crites

Program Analyst (ICS)

Brian D. Frank, Jr.

Auditor

Crystal C. Garrett

Program Analyst (ICS)

Amitabh Khardori III

Attorney Advisor General

Mary Hughes Knox

Supervisory Program Analyst

Carla M. Komich

Program Analyst (ICS)

Katherine Krynski

International Cooperation Specialist

Torina Yvette Way

Program Analyst (ICS)

REASSIGNED

Michelle M. Bahk

COMP/NE/OJT to USAID Representative/Mongolia

Susan G. DeCamp

Afghanistan/PFPN to O/S LANG TRNG

Pamela Fessenden

Sudan/PFPN to Afghanistan/OA

Ronald Lee Glass

O/S LANG TRNG to Russia/DHRD

Fougere D. Gordon

Iraq/PRT to COMP/FS/REASSIGN

Gregory Huger

COMP/FS/REASSIGN to Afghanistan/OD

Kristin Joplin

Sri Lanka/JOPA to Afghanistan/OPPD

Wendy S. Marshall

Sudan/OSSP/DG to East Africa/OD

Timothy B. Moore

Iraq/PRT to COMP/FS/REASSIGN

Ami Morgan

Asia/SCAA to ME/MEA

Miriam Onivogui

Ghana/JOPA to Ghana/PPD

Ewa Piotrowska

COMP/NE/OJT to Albania/JOS

Yasmeen Thomason

COMP/NE/OJT to Macedonia/JOS

RETIRED

Gaylord Coston

Ronnie G. Daniel

Nancy Carmichael Hardy

Connie J. Johnson

Charles E. Llewellyn III

Gregory E. Picur

Carl S. Abdou Rahmaan

William L. Riley

James L. Van Den Bos

MOVED ON

Eric D. Adams

John Allelo

Maria Brunet

James M. Craig

Marc Ellingstad

Levance Everett III

Charles Fee

Lovette D. Harrison

Paula F. Hayes

Kristina L. Lantis

Mohammad A. Latif

Shahina A. Malik

Timothy McRae

Angela J. Mitchell

Tara Nichole O'Day

Russell Porter

Katherine Rodriguez

Robert M. Simmons

Bendeguz Attila Viragh



Earl Gast is sworn in as Afghanistan office director June 9 by Administrator Rajiv Shah as Gast's wife, Sibel Berzeg, looks on.

IN MEMORIAM

Aaron L. Benjamin, 78, died June 13, in Ashland, Ore. As a Foreign Service Officer with USAID, Benjamin worked to provide affordable housing in developing countries. He served five Latin American countries—Bolivia, the Dominican Republic, Ecuador, Peru, and Nicaragua—and in Egypt. Benjamin received a bachelor's degree from Brooklyn College in 1954, and earned a master's degree in city planning from New York University's Graduate School of Housing and Planning in 1959. Following his retirement from the Agency in 1989, Benjamin worked as an urban development consultant in Latin America and for the Federal Emergency Management Agency.

Gail R. Carlson, 66, died July 25, 2009, in Washington, D.C. Carlson worked at USAID beginning in 1992 as a program manager in the Office of U.S. Foreign Disaster Assistance. She

had worked as an intern in the Peace Corps' Washington office in 1961 before graduating with a bachelor's degree from the University of Maryland in 1965. After leaving USAID, Carlson worked as a staffer and consultant for international relief and food aid organizations, including the USA Rice Federation.

Joseph P. Carney, 71, died May 30, in Fairfax, Va. Carney retired from USAID in 2009 after a career in international development that spanned more than 30 years. At the time he left the Agency, he was the director of the Office of Education, part of the Bureau for Economic Growth, Agriculture and Trade. Carney was charged with coordinating U.S. policy on education for development and frequently represented the U.S. government at high-level meetings in support of international education programming. He was responsible for USAID's foreign assistance

programs supporting basic education, higher education, and workforce development and training. He had also served as director of the former Office of Education, Science and Technology, and as chief of the education and human resources divisions in USAID's offices in Jamaica and Lesotho. Carney was responsible for initiatives to strengthen several universities, including the University of East Timor and nine Sumatran universities. He began his career as a Maryknoll missionary priest in Tanzania. He also spent nine years with the State Department's Office of Overseas Schools. Carney held a PhD in African studies from St. John's University; a master's degree in American history from Scranton University; and two master's degrees in religious education and theology from the Maryknoll Graduate School of Theology and the University of the State of New York. ★

HERITAGE from page 1

America—including efforts to overcome racial, social, and religious discrimination Despite these obstacles, Asian Americans and Pacific Islanders

have persevered and flourished, achieving success in every sector of American life.”

The event was sponsored by USAID's Office of Civil Rights

and Diversity, the Department of Commerce's Office of Civil Rights, and the Department of Homeland Security's Customs and Border Protection. ★

The Knowledge Services Center—A Treasure Trove of Resources

By Christine Pulfrey

On any given day, USAID staff face challenges in every shape and size. There are emails to be read, a programming crisis to be solved, and always news and research to be reviewed. Grappling with those challenges is all in a day's work.

But helping to make the day's work more manageable is the Knowledge Services Center (KSC). For some, it's a familiar tool. For others, it needs introduction. For all, it's within reach.

The KSC is both a universe of internationally accessible resources and a traditional library that is tucked into the mezzanine of the Ronald Reagan Building.

And while the library encloses the KSC's physical space on the mezzanine of the Ronald Reagan Building, its computer workstations lead the way into its extensive online space. There you find an archive of Agency programs, research materials, and spaces to

CASE STUDY

Mark Meassick was a program officer in Afghanistan in 2006 when he designed an \$80 million microfinance program and then argued before the Afghanistan Economic Council of Ministers on why the project should move ahead.

Microfinance best practices and success stories from countries such as Albania, Moldova, and Uganda from the KSC's website had shaped Meassick's Agriculture, Rural Investment and Enterprise (ARIES) program. Then they shaped the argument that he made, successfully, in its defense.

"I went to the KSC website and got good information on some of the best practices in microfinance at the time; it was very good in enabling me to design the program," recalls Meassick.

exchange information with others.

Online, USAID's programmatic history is at your fingertips. The Development Experience Clearinghouse (DEC) archive not only contains 160,000 records dating from the 1940s to the 2010 Haiti earthquake, it holds program design and evaluation reports, old *FrontLines* issues, congressional testimony, and the oral histories of USAID retirees.

At the request of USAID staff, KSC research specialists search the library, the online

archive, and subscription databases. They then synthesize the data into bibliographies, reports, and reviews.

Anyone on the USAID intranet can jump into an open intra-Agency conversation by setting up a blog on Blogs@USAID. Or you can gather with Agency peers and partners around a particular subject in an AllNet community on the USAID extranet—an intranet that allows access to outsiders and where, for example, conference materials and comments may be posted.

There is also *Developedia*, the editable online encyclopedia produced and maintained by USAID staff. Every mission has

a page where you can offer new material or edit existing text.

Finally, the KSC includes a traditional library, with a newspaper-lined wall and shelves stocked with books, magazines, and journals on topics from AIDS to Zimbabwe. It has space to sit and read, to flip through professional development materials, or to learn Swahili, Farsi, Pashto, or any of 80 languages. It is also home to a spring open house (see *The Insider*, May 2010) and a monthly movie discussion for USAID staff and contractors.

Wherever you are, you can get to the KSC. Whatever you need, the KSC may already have it waiting for you. ★

LINKS

- ▶ Knowledge Services Center: <http://inside.usaid.gov/M/CIO/KM/KSC>, www.usaid.gov/km/ksc.html, or ksc@usaid.gov
- ▶ Development Experience Clearinghouse: <http://dec.usaid.gov/>

- ▶ Blogs@USAID: <http://blogs.usaid.gov/>
- ▶ AllNet: <http://portal.usaidallnet.gov>
- ▶ *Developedia*: <http://developedia.usaid.gov>

Supervisor Honored for Supporting National Guard

By Ben Barber



USAID's Roberto Miranda, center, is flanked by D.C. Air National Guard reservist Issac Johnson, left, and Van Samuel of the Employer Support of the Guard and Reserve.

When USAID employee Issac Johnson was asked by the D.C. Air National Guard to spend extra time preparing for possible war time service, his superior—Director of Administrative Services Roberto Miranda—gave him as much as a week off per month for about half a year.

For making it easy for Johnson to fulfill his service commitment to the guard, Miranda was honored June 10 with a certificate of appreciation for his patriotism.

Van Samuel of the Employer Support of the Guard and Reserve (ESGR) awarded the certificate to Miranda in his office as Johnson stood by.

Although the law requires employers to keep a job open for guard members who are called up for service overseas or required to tackle special operations, in fact, many guard members return from their service to find their job has been given away.

The ESGR fights to get those jobs restored to returning guard members but it's not always successful, said Samuel.

"We have so many troops in Afghanistan and Iraq that it is important to the national security and important to have a job waiting for them," said Miranda.

He was especially concerned about Johnson who has a young family and a small child at home.

Johnson served about six weeks in recent months at Andrews Air Force Base shipping aircraft parts all over the world, including to fighting forces in Iraq and Afghanistan.

And now he is back at work as a traffic management specialist in USAID.

For more information on Agency military leave policies, visit the Office of Human Resources web page at <http://inside.usaid.gov/HR/>. ★

IN-HOUSE NEWS



Supporters of Gays and Lesbians in Foreign Affairs Agencies participate in the Capital Pride parade June 12 in Washington, D.C.

LESBIAN, GAY, BISEXUAL, TRANSGENDER EMPLOYEES CELEBRATE ACCEPTANCE

By Michael Del Moro

USAID employees in support of lesbian, gay, bisexual, and transgender (LGBT) rights celebrated Pride month in June, with happy hours and advocacy events recognizing a decades-long struggle for equality in the workplace and civil society.

At a June 22 event sponsored by Gays and Lesbians in Foreign Affairs Agencies (GLIFAA)—an organization for employees at USAID, the State Department, and other international affairs agencies—Secretary of State Hillary Rodham Clinton voiced support.

“I know that this occasion is really part of a deeply personal effort that has impacted lives,” Clinton said.

She spoke of the dangers of being gay or speaking out for gay rights both at home and abroad, discussing instances of violence and discrimination.

“These dangers are not gay issues. This is a human rights issue,” she said. Clinton also announced the inclusion of gender identity in State’s non-discrimination policy.



Secretary of State Hillary Rodham Clinton speaks at a June 22 event sponsored by Gays and Lesbians in Foreign Affairs Agencies.

Administrator Rajiv Shah said that development work abroad is “fundamentally tied to our sensibility” for LGBT issues and diversity.

Shah issued a statement June 9 recognizing June as LGBT Pride month and expressed his appreciation for the work done by all employees, regardless of their sexual orientation, gender identity, and expression.

USAID’s Office of Civil Rights and Diversity invited Department of Commerce

employee Amanda Simpson to be the keynote speaker at the Agency’s observation of Pride month June 29—the first openly transgender speaker for the event.

GLIFAA had a large contingent at the Capital Pride parade June 12.

“It’s the first time that I’ve participated in the parade so, for me, being on the inside and walking through and seeing lots of familiar faces was very much an energizing boost,” said Lori Du Trieuille, a Food for Peace officer.

In addition to city-wide events like the parade, employees attended happy hours organized for LGBT persons and their allies. Du Trieuille, who organized one such event, attributed recent interest to the evolving national climate.

“Perhaps it’s due to recent legislation and things that are happening socially in terms of gay marriage and people being more open and accepting. It’s been relatively easy to get all sorts of people involved and interested,” she said.

The new head of GLIFAA, Jon Tollefson, will push for greater acceptance of transgender people and a USAID non-discrimination

statement that also includes gender identity, according to USAID’s Ajit Joshi, the former policy director for GLIFAA. ★



The Capital Pride parade was part of last month’s events supporting lesbian, gay, bisexual, and transgender rights.