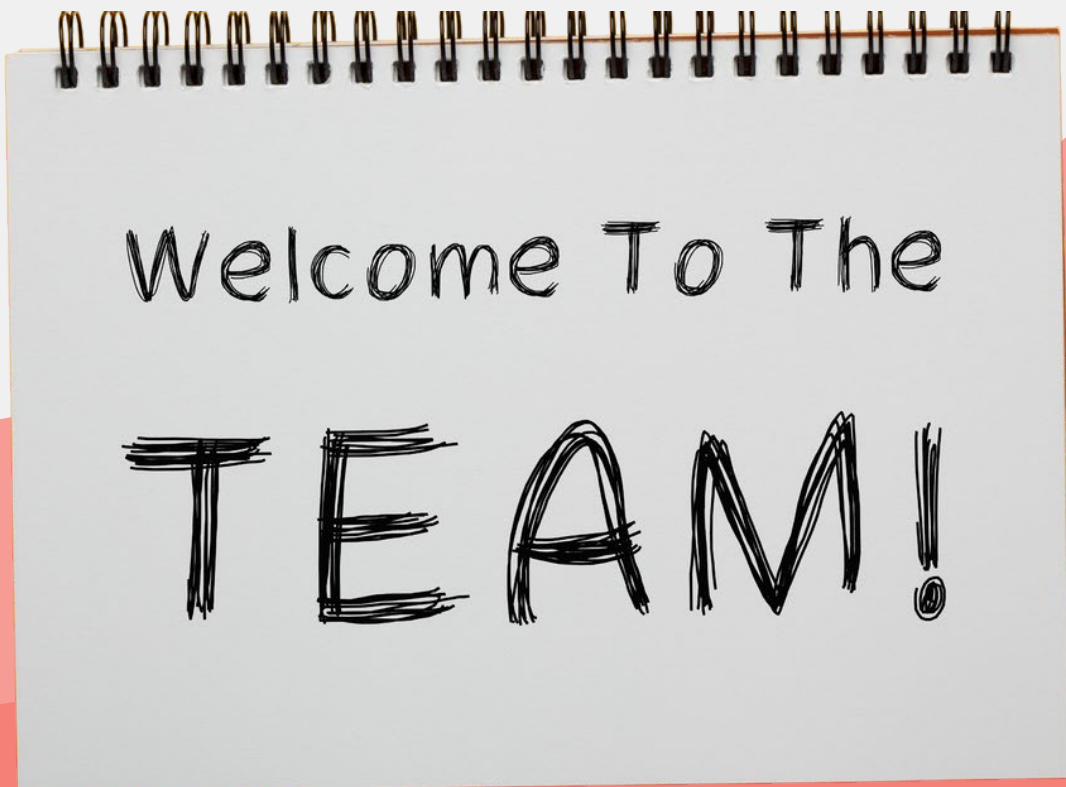




# FAPAC

## DOT Chapter

## Welcome Packet



# Welcome



## Hi There!

On behalf of the FAPAC DOT Chapter, I extend a warm welcome to you! It's an honor to have you as part of our dynamic and diverse community.

As the President of the chapter, I want to express how excited we are to have your talents, perspectives, and energy join our dedicated team of professionals. FAPAC DOT is committed to promoting diversity, fostering inclusivity, and providing valuable opportunities for growth within the DOT community.

We look forward to your active participation, innovative ideas, and shared commitment to making a positive impact on our workplace and the wider community. Together, we can achieve great things!

Feel free to reach out to us at any time. Let's embark on this journey together and create a more inclusive and vibrant DOT community.

Warm Regards,

Rachel  
President  
FAPAC DOT Chapter

# Introduction to FAPAC

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

## Our Mission:

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

## Our Vision:

FAPAC will be a nationally recognized organization that serves as a conduit through which the interests, issues and representation of AANHPIs 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.

# History

**1985**

FOUNDED FAPAC FOR THE PURPOSE OF PLANNING AND IMPLEMENTING AN INTERAGENCY TRAINING PROGRAM FOR AANHPI'S

**1991**

FAPAC BECAME A NONPROFIT ORGANIZATION. THE TRAINING CONFERENCE EVOLVED TO AN ANNUAL PREMIER TRAINING FOR FEDERAL EMPLOYEES AND APPROVED BY OPM.

**2000**

FAPAC ESTABLISHED A WORKING GROUP TO STUDY BARRIERS AND PROBLEMS FACED BY AANHPI EMPLOYEES IN THE FEDERAL SECTOR

**2020**

ON FEB 2020, FAPAC CREATED THE FAPAC DEPARTMENT OF TRANSPORTATION (DOT) CHAPTER TO PROMOTE DIVERSITY, EQUITY AND INCLUSION WITHIN THE DOT.

# Vision & Mission

## Vision Statement

To be the driving force in promoting diversity, equity and inclusion within the Department of Transportation and the broader community, fostering a workplace that thrives on the strengths of our diverse talents and perspectives.

## Mission Statement

The FAPAC DOT Chapter is committed to advancing the principles of diversity, equity, and inclusion throughout the Department of Transportation and beyond. Our mission is to:



Cultivate a Diverse Workforce



Community Engagement



Empower Our Members



Advocate for Change



Promote Equity & Inclusion



Collaborate and Partner

In pursuit of our mission, we are guided by the principles of respect, transparency, and continuous improvement. We believe that by championing diversity and inclusion, we create a stronger, more innovative, and more equitable workplace and community for all.

# Navigating the Path Together



The DOT Chapter's journey within FAPAC began with a vision- a vision of fostering inclusion, diversity and equity within the Department of Transportation and its affiliated agencies.

This vision was grounded in the belief that the collective strength of individuals from diverse Asian American, Native Hawaiian, and Pacific Islander backgrounds could bring about positive change and propel the mission of FAPAC forward.

## **Advocacy and Representation**

At the heart of the DOT Chapter's role within the FAPAC community lies its commitment to advocacy and representation. The chapter serves as a platform for AANHPI employees within the DOT to voice their concerns,

A share their stories, and collectively address challenges. Through its advocacy efforts, the DOT Chapter works to ensure that the voices of its members are heard at both the departmental and FAPAC-wide levels, influencing policies, initiatives and opportunities.

## Community Building

In the spirit of unity, the DOT Chapter plays a pivotal role in fostering a sense of belonging among its members. Through networking events, cultural celebrations, and collaborative projects, the chapter strengthens the bonds that tie together the Asian American, Native Hawaiian, and Pacific Islander community within the DOT. These connections extend beyond the workplace, creating a supportive and nurturing environment where members can flourish both personally and professionally.

## Professional Development

Recognizing the importance of continuous growth, the DOT Chapter is a staunch advocate for professional development. It offers workshops, seminars and mentorship programs that empower its members to thrive in their careers. By facilitating access to resources and expertise, the chapter equips its members with the tools they need to excel and reach their fullest potential.



## A Beacon of Inspiration

In this role within the larger FAPAC community, the DOT Chapter serves as a beacon of inspiration. Its dedication to promoting diversity, inclusion and equality is not only a reflection of its own values but also a source of motivation for FAPAC members nationwide. The chapter's achievements remind us all that through unity, unwavering commitment, and the power of diversity, we can pave the way for a brighter, more equitable future.

In the grand tapestry of FAPAC, the DOT Chapter's thread continues to weave its story of progress, resilience, and unity. It stands as a testament to the incredible impact that a dedicated group of individuals can make when they come together to co-create a more inclusive and equitable world. As the journey continues, the DOT Chapter remains an essential part of the FAPAC community, illuminating the path toward a better future for all.



# Chapter Leadership

## President- Rachel Rabusa



Rachel is a proud descendant of Filipino heritage and spent her formative years in southern California and Virginia. Her aviation journey began at a young age where she enrolled in a specialized aviation magnet program, igniting her passion for the field. She pursued studies in Airport Management, Air Traffic Control, and Power Plant & Airframe Maintenance at Hampton University and a local institute. Rachel's unwavering dedication led to numerous internships within the FAA, marking the beginning of her federal career when she joined FAPAC in 2016.

Renowned as a visionary leader, Rachel is adept at shaping and executing Aviation Safety (AVS) initiatives. Her strategic acumen and ability to translate concepts into actionable results propel AVS's transformation from vision to reality. In her previous role as a Service Level Manager within the Aircraft Certification Service (AIR), Rachel advised executives on mission-aligned critical priorities. Her expertise ensured the delivery of exceptional service level requirements across various Enterprise Operation services, surpassing specifications through her adeptness in service management best practices.

Currently, she serves as the Advisor for Executive Director Krystal Kai of the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders, focusing on advancing equity, justice, and opportunity.

As the current President of the FAPAC DOT Chapter, Rachel underscores her dedication to promoting diversity, equity, and workplace excellence. Beyond her professional responsibilities, she is committed to fostering a culture of inclusion, making her an inspirational figure within the FAPAC DOT Chapter.

## Vice President- Thach Nguyen



Thach Nguyen, Vice President of the FAPAC DOT Chapter, arrived in the United States as a refugee and settled in Boston, Massachusetts in 1979 during his youth. He seized the opportunity to pursue higher education at the University of Massachusetts, where he majored in Electrical Engineering. Following graduation, he commenced his career at the university and concurrently pursued a Master's degree in Information Technology in 1989.

Transitioning to the private sector, Thach ventured into various fields, including Computer Networking, Professional Services Engineering, and Network Architectures. His professional journey led him to California after sponsoring his family's move to the United States. In 2006, he joined the Federal Aviation Administration (FAA) as an Electronics/Operations Engineer, contributing to critical projects such as the FTI transition, NAS Security, and Enterprise Operations.

In August 2023, Thach embraced a new role as a Project Engineer within Engineering Services. He currently resides in Orange County, California, and balances his professional life with a passion for music, sports, and community involvement, including charitable endeavors and mentoring initiatives. Thach Nguyen's diverse experiences and commitment to service make him a valuable leader within the FAPAC DOT Chapter.



# Chapter Leadership

## Secretary- Ranmali Fonseka



Ranmali Fonseka, an immigrant from Sri Lanka, arrived in the United States at a young age and became the first in her family to work for the federal government. She is deeply committed to supporting Asian American, Native Hawaiian, and Pacific Islander (AA & NHPI) employees, holding key roles within various organizations. These include Secretary of the DOT Asian Pacific American Employees Council (APAEC), Secretary of the Federal Asian Pacific American Council (FAPAC) DOT Chapter, Treasurer of FAPAC Toastmasters, and Editor of the DOT AANHPI Newsletter. Her dedication is underscored by her past role as Immediate Past President of APAEC.

Ranmali is a strong advocate for providing a platform for AA & NHPI employees at DOT to express their concerns and share their personal stories. Notably, she co-authored a pivotal briefing paper on Language Access in 2014, which gained co-sponsorship from significant entities such as the Federal Asian Pacific American Employees Council (FAPAC), White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI), Office of Personnel Management (OPM), and Equal Employment Opportunity Commission (EEOC).

Professionally, Ranmali serves as a Program Analyst within the Office of Talent and Organizational Development at the Federal Transit Administration (FTA), where she has worked since 2006. In this capacity, she manages the innovative Knowledge and Experience Exchange (KEE) Program, fostering unconventional knowledge sharing practices within the organization. Ranmali's commitment to lifelong learning is evident through her academic achievements, holding a Master of Arts degree in English Language and Literature from Yale University and a Bachelor of Arts degree in Political Science from Bryn Mawr College. Prior to her current role, she accumulated over 30 years of experience as a Research Associate, Writer-Editor, and Paralegal.

## Treasurer- Annabelle Flores



Annabelle Flores currently holds the position of Program Management Analyst within the ATO/Program Management Organization, specifically in the Aviation Weather & Aeronautical Services Group, AJM-33. In her role, she serves as the Contracting Officer's Representative (COR) for the MIT/LL and JMA contracts. Annabelle is known for her exceptional support in various areas, including Human Resources, pay matters, personnel affairs, and contract administration. In addition to her primary responsibilities, she has taken on the role of Office Manager in the absence of the Administrative Assistant for AJM-33. In this capacity, she oversees CASTLE and related time and attendance activities, Telework Agreement processing, serves as the Personal Inventory Delegate, and handles Award and Training coordination for AJM-33.

Annabelle is also the point of contact for matters related to Blackberry devices, Space Requirements, and other paperwork submissions within LDR. Beyond her professional duties, she is recognized for her role as the Holiday Party planner and similar activities.

Annabelle Flores earned her Bachelor's Degree from the University of the City of Manila in the Philippines, majoring in Communications Arts and Educational Management. Additionally, she serves as the Treasurer for the FAPAC DOT Chapter, contributing her financial expertise to the organization's success.

# What to expect

Welcome to the FAPAC DOT Chapter! Here's a glimpse of what awaits you:

- ✓ **Networking Opportunities**  
We host various events, workshops and seminars throughout the year that provide excellent networking opportunities.
- ✓ **Professional Development**  
We are committed to helping you grow in your career. Look out for our professional development initiatives, including membership programs, skill-building workshops, and leadership opportunities
- ✓ **Community Engagement**  
FAPAC DOT actively engages in community service and outreach efforts. You can join us in making a positive impact beyond the workplace.
- ✓ **Inclusivity**  
We value diversity and inclusion. Your voice matters, and we encourage you to participate in discussions, share your ideas, and help share our chapter's activities and direction
- ✓ **Resources**  
Take advantage of the resources we offer, including scholarship opportunities, career development materials, and educational resources.



# kickoff checklist

## ■ Welcome Packet

Review the welcome packet provided by the chapter to familiarize yourself with its mission, objectives and resources

## ■ Chapter Website

Visit the FAPAC DOT Chapter website and explore information and updates.

## ■ Chapter Meetings

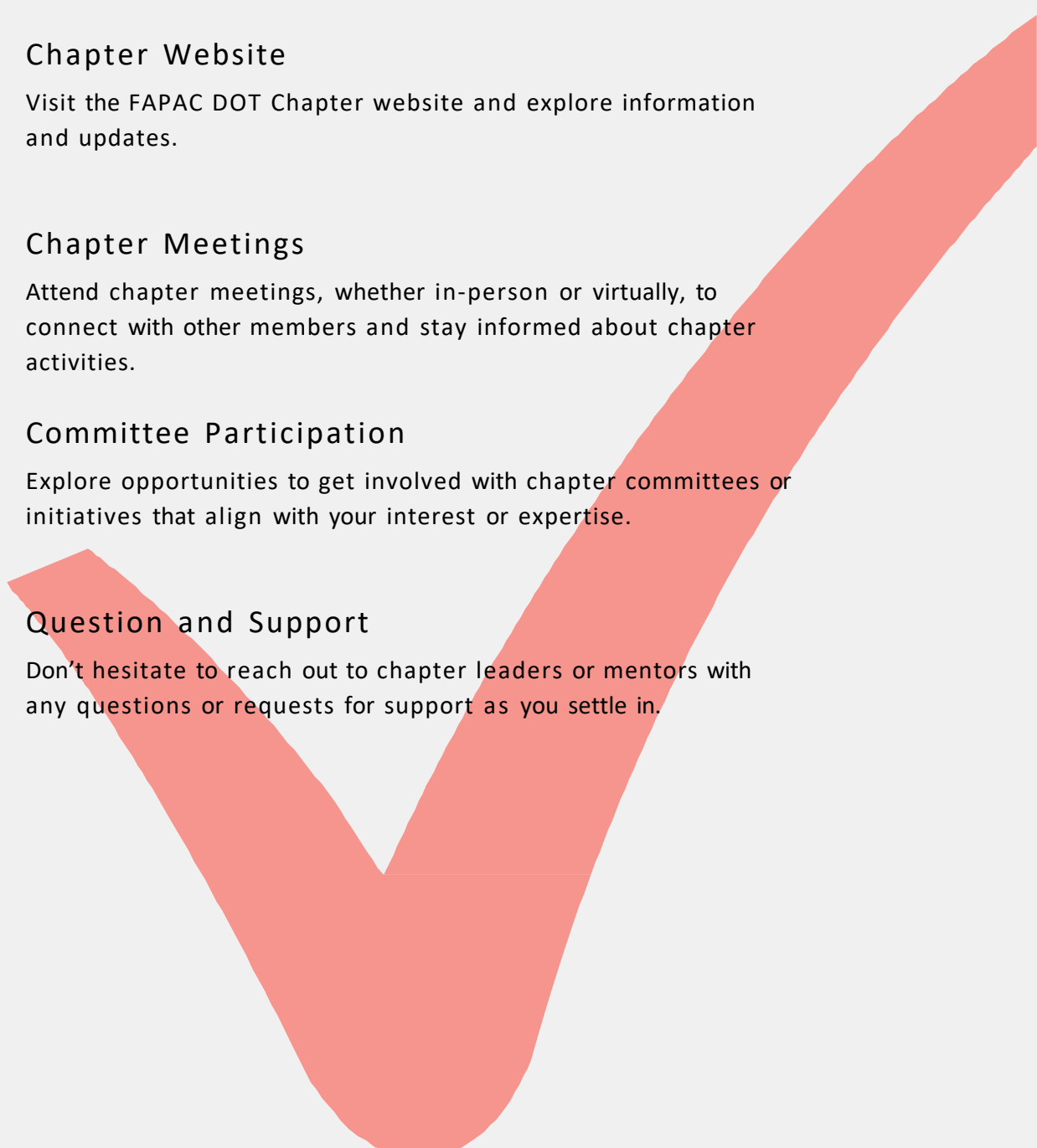
Attend chapter meetings, whether in-person or virtually, to connect with other members and stay informed about chapter activities.

## ■ Committee Participation

Explore opportunities to get involved with chapter committees or initiatives that align with your interest or expertise.

## ■ Question and Support

Don't hesitate to reach out to chapter leaders or mentors with any questions or requests for support as you settle in.



# Membership

# GUIDELINES

## Eligibility

- ◆ Membership in the FAPAC DOT Chapter is open to all employees and retirees of the U.S> Department of Transportation (DOT) and its affiliated agencies.
- ◆ All members must support and adhere to the mission and values of FAPAC.

## Membership Categories:

- ◆ **Regular Members:** Identified as active members who are current DOT employees who have paid their annual dues.
- ◆ **Lifetime Members:** Identified as active members who are current DOT employees who have paid a one (1) time lifetime dues.
- ◆ **Associate Members:** Identified as active members who are either non-Government or retirees who have paid their annual dues.
- ◆ **Associate Lifetime Members:** Identified as active members who are either non-Government or retirees who have paid the one (1) lifetime dues.
- ◆ **Student:** Students currently enrolled in a degree program may join as a student members at a reduced membership rate.

## Dues and Renewals

- ◆ Annual membership dues apply to active members. Dues amounts will be determined by the chapter and are subject to change.
- ◆ Membership dues are renewable on an annual basis and must be paid by the specified due date to maintain active membership status.

## Benefits

- ◆ As a FAPAC DOT Chapter member, you will have access to a wide range of benefits, including networking opportunities, professional development resources, and participation in chapter events and initiatives.
- ◆ Membership also grants you voting privileges for chapter elections and decisions



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TO OUR MEMBERSHIP

# Membership

## GUIDELINES

### Code of Conduct

- ◆ All members are expected to conduct themselves in a professional and respectful manner in all interactions within the chapter and at FAPAC events.
- ◆ Discrimination, harassment, or any form of misconduct will not be tolerated and may result in membership revocation.

### Involvement

- ◆ We encourage all members to actively participate in chapter activities, committees, and initiatives. Your involvement enhances the overall experience for our members and contributes to our shared mission.

### Communication

- ◆ Stay informed by regularly checking chapter communications, including emails, newsletters, and the chapter website.
- ◆ Provide updated contact information to ensure you receive important updates and announcements

### Grievance Procedure:

- ◆ If you have concerns or issues related to your membership or chapter activities, please reach out to the chapter leadership team. We are here to assist and address any grievances promptly and professionally

### Termination of Membership

- ◆ Membership may be terminated for non-payment of dues, violation of the code of conduct, or any other breach of these guidelines, as determined by the chapter leadership and in accordance with established procedures.

SIGN UP TO OUR MEMBERSHIP

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UP TO OUR MEMBERSHIP



Join Us!

# Chapter Committees



## Membership Committee

**Purpose** This committee focuses on recruiting new members, retaining existing members, and ensuring a vibrant and engaged membership base within the chapter.

**Activities** Organizing membership drives, managing member databases, and facilitating the onboarding process for new members.



## Communications Committee

**Purpose** Essential for keeping members informed about chapter news, events, and updates through various channels like newsletters, emails and social media.

**Activities** Crafting and distributing chapter communications, managing the chapter's website and social media profiles, and ensuring that members are well-informed.



## Events Committee

**Purpose** Responsible for planning, organizing, and executing chapter events, including meetings, workshops, cultural celebration and networking sessions.

**Activities** Coordinating event logistics, securing guest speakers, and creating opportunities for members to connect and collaborate.



## Diversity and Inclusion Committee

**Purpose** Focuses on promoting diversity, equity, and inclusion within the DOT and affiliated agencies. It works to create an inclusive environment where all members feel valued and heard.

**Activities** Developing diversity and inclusion initiatives, offering training and awareness programs, and advocating for policies that promote inclusivity.

# Tools & Resources

01

## Leadership Shadowing Program

This six-month program, running from March to September, offers eligible FAPAC Members the opportunity to gain a deep understanding of FAPAC's functions and responsibilities.

03

## FAPAC Challenge Teams

Offers federal employees a unique opportunity to develop and demonstrate their leadership capabilities while addressing pressing issues of national importance. Sponsored by the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islander.

02

## Career Development Mentoring Program

This portion can contain the main ideas, in the form of bullet points or a short, descriptive paragraph.

04

## Toastmaster Program

This portion can contain the main ideas, in the form of bullet points or a short, descriptive paragraph.

## how to reach us

[Website: DOT Chapter \(fapac.org\)](http://fapac.org)

Email: [dot-chapter@fapac.com](mailto:dot-chapter@fapac.com)





# THANK YOU!

We extend our heartfelt gratitude to you for becoming a part of the Federal Asian Pacific American Council (FAPAC) Department of Transportation (DOT) Chapter. Your decision to join our community of dedicated professionals is greatly appreciated, and we are thrilled to welcome you aboard.