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November 2016

MAGAZINE

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Gaining Ground

Embassy helps fight wildlife trafficking

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"H2O" This unique artwork was created to recognize and celebrate the groundbreaking work that Secretary of State John Kerry has done on oceans issues. It will become a part of the United States Diplomacy Center's collection. *Mixed Media Illustration by Romero Britto*



On the cover

U.S. Embassy Dar es Salaam helps fight wildlife trafficking in this month's cover story.

STATE MAGAZINE



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Listening to a speech at the plaque ceremony, the Mannan family, center, are joined by, to their left, Office of Casualty Assistance Director Kirk Leach and Director General Chacon. *State Department photo*

Department Honors Fallen LE Staff

In June, Director General Arnold Chacon added three nameplates of fallen Locally Employed (LE) staff members to the plaque honoring LE staff who have died in the line of duty since 1999. With representatives from several bureaus in attendance, DG Chacon extended the Department's condolences to the families and friends of Faisal Khan, Abid Shah and Xulhaz Mannan. The plaque, in Main State's C Street lobby, now has 28 nameplates.

Khan and Shah were killed by an explosive device in Pakistan in March. Khan joined the U.S. Consulate General in Karachi in 1998 and worked with the Bureau of International Narcotics and Law Enforcement Affairs, which supports justice sector reform and the reduction of poppy cultivation in tribal areas. He is survived by a wife, three daughters and a son. Shah joined the consulate general as a surveillance detection specialist in 2009 and later became a motor pool driver. He is survived by his wife, five sons and two daughters.

Mannan was killed in a home invasion in April in Bangladesh. He worked on human rights issues as a project management assistant for USAID in Dhaka, and previously was a protocol specialist at the U.S. Embassy in Dhaka for eight years. He also served as a founding member of the embassy's diversity committee. He is survived by his mother, sister and brother. ■





Three embassy children run in the youth triathlon—with encouragement from Marine Master Sgt. Yoseph Almonte. *Photo by Emily Lindland*

Embassy Holds Triathlon for Youths

To mark the closing of the Summer Olympics, children in the community at the U.S. Embassy in Tirana participated in the embassy's first triathlon for youths. A total of 23 boys and girls, ages 4–15, participated in four age groups to swim, bike and run along a course laid out at the post's housing compound.

For the competition, which was suggested by a community member, Community Liaison Office Coordinator Kim Augsburger recruited a team of volunteers. A former swim coach oversaw the swimming, an assistant regional security officer made sure the youths' bikes were tuned, and members of the Marine Security Guard (MSG) detachment ran alongside those who struggled to finish. “When my son started to slow down, the MSGs were there to encourage him to keep going,” one parent said.

Several adult triathletes contributed to the planning, including Information Management Officer Meredith Hiemstra, who said the event was a great way to promote fitness and a sense of community among embassy families. Hiemstra said she believes the participants will now be more motivated to try something out of the ordinary, having participated in the triathlon.

RSO Jan Hiemstra encouraged participants to have fun, be safe and remain in control. “This is a race against yourself,” he said, encouraging participants to do their best.

Boys and girls beamed during the award ceremony, where winners from each age group received gold, silver and bronze medals. Each child received a T-shirt and a certificate, and enjoyed a pizza party by the pool. “The best part of the event for me was seeing the kids finish,” Augsburger said. “I had this vision in my mind of how this event would play out, and it was perfect. It was great to see each child being surrounded by people that love them cheering for them and calling them by name. A success for any child here is a success for us all.” ■





Speakers at the celebration of U.N. World Day Against Trafficking in Persons included, from left, the president of Mexico's Superior Court of Justice, Minister Counselor of Political Affairs Joaquin Monserrate, the general director of human rights strategies in Mexico's Secretary of the Interior and the general director of the Institute of Judicial studies in Mexico's National Commission of Superior Courts.

Photo by Mary Ellison

Mission Battles Human Trafficking

Working with Mexican government partners, the U.S. Mission in Mexico is finding ways to jointly protect and assist victims of human trafficking and prosecute traffickers. At an Aug. 2 event to celebrate the third annual U.N. World Day Against Trafficking in Persons, the Mexican interior ministry committed to launch a study of anti-trafficking prosecutions in order to make recommendations for the implementation of the nation's anti-trafficking law.

Much work is still needed, however, to address human trafficking in Mexico. At the event, Edgar Elias Azar, president of Mexico City's Supreme Court, admonished colleagues for the low number of convictions compared with the scope of the problem; he urged full application of international and Mexican law to hold traffickers accountable.

In the trafficking fight, Mexico and the United States are united. Joaquin Monserrate, the embassy's minister counselor for political affairs, said, "What unites us and defines us as enemies of trafficking is not the number of victims in our countries, but the presence of the criminal organizations who exploit [other human beings.]" He urged the audience to redouble efforts at "working together across governments and in partnership with international and nongovernmental organizations."

Human traffickers earn an estimated \$150 billion each year, but Ambassador to Mexico Roberta Jacobson said in an Aug. 30 speech that "[It] is not just about statistics: Human trafficking affects individuals, families and communities all around the world." She highlighted US.-Mexico efforts to combat human smuggling and trafficking, saying it involved a "whole-of-government approach to engage with the government of Mexico and provide funding through the Merida Initiative to combat these crimes." ▣





Ambassador Mushingi meets with CENI President Newton Ahmed Barry Aug. 8 at the CENI headquarters in Ouagadougou.

Photo courtesy of Burkina24

Embassy Supports Electoral Commission

After Burkina Faso's National Independent Electoral Commission (CENI) gained new members and a new president, the U.S. Embassy in Ouagadougou sent CENI a delegation led by Ambassador Tulinabo Mushingi and USAID Representative Jim Parys in August to reiterate U.S. support of Burkina Faso's democratic process and the electoral commission.

The ambassador said the success of the nation's November 2015 presidential election bolstered CENI's credibility. He invited journalist Newton Ahmed Barry, CENI's new president, to identify his organization's priorities and objectives so that partners and donors could lend help.

On election day, Embassy Ouagadougou dispatched 20 teams to monitor voting, while CENI used to good effect the resources provided by the USAID-funded Partnership for Participation and Poise in Epic Polls. This allowed CENI to announce provisional balloting results just 24 hours after polls closed.

More generally, CENI fosters efficient electoral administration and helps prevent and mitigate electoral conflicts. It offers training and broadcasts radio programs on nonviolence and other topics. ■





Mining human rights: At far right, Ambassador Yamate gathers with delegates from the host nation and the British government at the Aug. 17 launch of the mining sector good governance and human rights project.
Photo courtesy of Search for Common Ground Madagascar

Promoting Human Rights in Mining

Beyond its unique flora and fauna, Madagascar has exceptional geology that makes it a major world exporter of minerals. But some see transparency and governance in the mining sector as lacking. To respond, the U.S.-based NGO Search for Common Ground (SFCG), a conflict prevention and resolution organization supported by the U.S. Embassy in Antananarivo, launched a project Aug. 17 that promotes good governance and human rights in the mining sector. The program focuses on two regions in Madagascar where mining companies and communities may better contribute to peaceful conflict management on mining-related issues.

U.S. Ambassador Robert Yamate, with executives of the nation's Mines and Petroleum and Public Security ministries, joined representatives of extractive companies, public and private security forces and community organizations for the project's launch. He said, "Understanding and respecting the environment in which the miners work is essential for any company seeking long-term sustainability and profits." He also emphasized the need for comprehensive risk assessment, including discussions with local leaders, NGOs, civil society organizations and host governments.

So far, dialogue has increased among stakeholders, with 88 percent of the launch event participants reporting increased knowledge of the global mining sector's Voluntary Principles on Security and Human Rights (VPSHR). The minister of mines and petroleum has also said he wants the VPSHR incorporated into the new national mining code.

Embassy Antananarivo believes that increased implementation of the principles will help it protect Madagascar's unique biodiversity, already threatened by climate change, and lead to increased respect for human rights, less exploitation and violence, and better relationships between companies, security forces and communities. SFCG plans to next hold multistakeholder trainings on VPSHR in the two regions and convene national roundtable discussions. ■



Direct from the D.G.

ARNOLD CHACON
DIRECTOR GENERAL OF THE FOREIGN SERVICE



President Prioritizes Increasing Diversity and Inclusion in Our Workforce

A year ago, I wrote in this space about our efforts to build a more diverse workforce. I noted the importance of reaching out to Americans of all backgrounds to ensure we get talented and accomplished women and men who can advance U.S. interests and values in the 21st century. We've learned a lot over the past year about how to better recruit, retain and sustain top-ranked diverse talent, and we've incorporated much of that into our strategy. Last month, President Obama made these initiatives an imperative. The "Presidential Memorandum on Promoting Diversity and Inclusion in the National Security Workforce" provides agencies with the guidance on policies and actions needed to do just that. It also validates the work the Department has been doing under Secretary Kerry and Deputy Secretary Higginbottom's leadership to ensure we take full advantage of, and reflect, the nation's richness and diversity.

The Department has been an integral part of the interagency process that led to the president's memorandum because we agree with its position that "promoting diversity and inclusion ensures that national security departments and agencies can recruit their employees from the broadest possible pool of talent and bring a wide range of perspectives, skills and backgrounds to bear to tackle our toughest problems." Indeed, the memorandum's goals and values are consistent with those of the Foreign Service Act. The actions it outlines gives agencies a roadmap for identifying, cultivating, fostering and supporting the next generation of diverse and inclusive leaders in accordance with the merit system. These include:

- **Collecting, analyzing and disseminating workforce data:** Data is an essential tool to identify workforce talent gaps, assess the efficiency and effectiveness of our diversity and inclusion efforts, and promote transparency and accountability. The Department is working to make data available and easily accessible. We'll continue these efforts, encouraging willing employees to provide information, and we'll identify additional demographic categories for employees' voluntary self-identification.
- **Providing professional development opportunities and tools consistent with merit system principles:** Providing access to professional development opportunities is key to retaining and developing a diverse and inclusive workforce. We're expanding mid-level professional development opportunities, strengthening mentoring and enhancing Senior Executive Service candidate development programs. We've also begun holding detailed exit interviews to get a better understanding of why some (though few) leave the Department.
- **Strengthening leadership engagement and accountability:** The memorandum recognizes the critical role that senior leadership and supervisors play in fostering a diverse and inclusive workforce. Secretary Kerry led the charge earlier this year with his call to service at Indiana University and Miami Dade College; he encouraged senior Department leaders to echo this message in their travels, and many have. This is a good step. We'll continue to emphasize engagement and accountability as critical elements of leadership in the upper ranks.

I was recently in San Antonio to talk to students about career opportunities at State and the importance of the work we do and why it matters to their lives and the lives of all Americans. I was struck by their enthusiasm and desire to make a difference. They are bright and talented and exhibit the can-do attitude I witness daily, in Washington or in my travels to overseas posts. We are competing for the best talent, and there are many attractive options out there. However, with these and other efforts, we're working to ensure the Department is foremost among them. ■

Arnold A. Chacon



Conflict Matters

BY SHIREEN DODSON, DIRECTOR,
OFFICE OF THE OMBUDSMAN



Conflict Competency: The Manager's Role

In my past two articles in State Magazine, published in April and July/August, I discussed building conflict competencies through increasing your self-awareness in a conflict and as a bystander to conflict. As we frequently see varied opinions on whether management is handling conflict appropriately, I now pivot to the role of a manager who works with conflict. To do so, I'm going to address how conflict competency strategies play a role in three Department leadership tenets: #2, Plan Strategically; #8, Value and Develop People; and #3, Be Decisive and Take Responsibility.

Managers and groups dive in to planning how to achieve deliverables from their work and often ignore how to make the work happen in a team environment, which depends on positive office interactions and communication protocols. One way to build managerial conflict competency into strategic planning is by setting office norms and expectations for the behavior that occurs during this process. I always say that conflict is inevitable. It ebbs and flows. Planning ahead to prepare for how your team will handle conflict is key to making sure all levels of the office are clear on interoffice norms. This will allow a manager to hold individuals accountable if their behavior deviates from those set expectations. We find it highly beneficial to create an inclusive process where members can provide their suggestions, which pairs well with strategic planning practices. Members now have a clear understanding of how best to work together to meet the mission. In the Office of the Ombudsman, my staff and I can assist in facilitating this process with your group.

Valuing and developing people through a conflict lens in the managerial role begins with making sure all your staff members are heard. This means that all members feel they have a voice and can share feedback or concerns in a professional manner without fear of reprisal. Additionally, it's important to practice neutrality through exercising fairness and equal treatment. We often coach managers to listen and ask open-ended questions. To implement this, schedule a time to meet with staff members who have a concern. Remove distractions and ask open-ended questions about the events that occurred and how the conflict is affecting the workplace. It is important to look at actual behavior versus the label being ascribed by those involved. Ask the individual how he or she believes others perceive his or her actions and encourage the colleague to work with you to consider options for addressing the behavior and conflict. Identify steps each of you will take to work toward resolving the issue and be clear on your expectation of behavior in the process.

One final way a manager can exercise conflict competency through the leadership tenet of being decisive and taking responsibility is by engaging with a workplace conflict. Often we see the Department's managers avoiding conflict. Instead, do not be afraid to get the assistance you need for working with an issue from the Department's many resources. If you need help navigating the waters, reach out to our office to learn about your options and ways to work through a situation. Remember, not all conflict is bad. It can allow for creativity and new ideas. As always, here at the Office of the Ombudsman we adhere to our four main principles: confidentiality, neutrality, informality and independence. ■

Many Missions

Office's focus: fraud, trafficking, security—and more

By Anne R. Carey, writer, Office of Public Affairs, Bureau of Diplomatic Security

Agents in the San Francisco field office (SFFO) of the Bureau of Diplomatic Security investigate passport and visa fraud, protect dignitaries, travel on temporary duty to support embassy security and the secretary's protective detail, and even work with local foreign consulates on security concerns.

"They get to do it all and fast," said SFFO Special Agent in Charge David Zebley.

The office wants agents to assist with all program areas and build the kind of relationships that come with working in the field. This has a powerful and positive effect on the agents—most of whom are right out of the training academy. This may explain why a recent Department of State Ombudsman's survey showed that the office's agents feel fulfilled, work collaboratively and say they have an experienced and supportive management team behind them.

The SFFO is the largest of the eight U.S. field offices, both in territory and its approximately 70 Diplomatic Security Service special agents, investigators and support staff. That staff conducts criminal investigations throughout northern and central California, along with Alaska, Colorado, Idaho, Montana, Nevada (excluding Clark County), Oregon, Utah, Washington and Wyoming.



San Francisco Special Agent in Charge David Zebley looks up from his work in the San Francisco Field Office in September.
State Department photo

Because of its proximity to Silicon Valley's high-tech workforce, SFFO has prioritized rooting out H-1B visa program fraud. Such visas have been used by staffing agencies that say they are placing the visa holders into well-paying tech jobs when they are actually placing them with unapproved companies in low-paying ones. Some do "benching," which involves paying H-1B visa holders only when work is available, also a violation of visa laws.

SFFO has also investigated attorneys and real estate developers who conned would-be immigrant investors in the EB-5 visa program, siphoning off investors' money without filing for visas.

Lately, SFFO-led investigations have again made news: Overseas contractors who shipped some 150 Slovenian tradesmen to work at a Tesla Motors factory did so using improper tourist visas for the workers. The office also uncovered visa fraud involving spouses and minor children, situations where American citizens falsely claimed distant relatives as immediate family to qualify them for immigrant visas or Department-issued foreign birth certificates.

"SFFO has open investigations into nearly every type of passport and visa fraud scheme that exists, and involving foreign nationals from all over the world," SAC Zebley said. "Further, many of these derivative fraud schemes are from regions of the world that pose a threat to our national security."

It is a lot of responsibility, but the culture at SFFO is to be collaborative and focused on group achievements. "People assigned to SFFO get to do it all," SAC Zebley added. ■



San Francisco Special Agent in Charge David Zebley, sixth from right in blue polo shirt, poses with the San Francisco Field Office team in 2014 at Google's Worldwide Emergency Command Center, where they underwent off-site training.
Department of State photo

The office's passport and visa fraud unit and human trafficking investigations have led to scores of arrests and prosecutions, and the highest asset forfeitures arising from visa fraud investigations within DS last year.

One program that began in 2005 still yields arrests and prosecutions. It involves DS investigators using data mining and data analytics to cross-match passport records with government death records, a favorite source of identity theft. Since its start, more than 250 impostors have been convicted.

"We've arrested a rogues' gallery of imposters around the world, from fugitives to unregistered sex offenders to delinquent taxpayers to money launderers to kingpin-level drug traffickers," said Assistant Special Agent in Charge Jeffrey Dubsick, who pioneered the operation.

In February, SFFO collected \$400,000 in cashier's checks as part of an asset forfeiture judgment connected to an H-1B visa fraud scheme involving the CEO of a San Francisco Bay Area information technology company. The executive's successful prosecution was in part the result of an investigation led by a special agent assigned to the local branch of the Immigration and Customs Enforcement-Homeland Security Investigations Document and Benefit Fraud Task Force (DBFTF). This collaboration began in 2015, when SFFO agents sought out their colleagues in the DBFTF program for their visa fraud and human trafficking expertise.

"DBFTF agents have more expertise and training in visa fraud, and the field office agents learned from them," SAC Zebley said.



SAC Zebley, left, presents an investigative excellence award to Special Agent Kevin Dolan in December 2014, honoring Dolan's resolution of a murder case involving a Peace Corps volunteer in Gabon.
State Department photo

CAMPAIGN TRAIL



Center gives foreign media U.S. election close-up

By Andrew Strike, media relations officer, Foreign Press Centers

With U.S. presidential elections the number one international news story this month, foreign editors were pushing their reporters for stories about our electoral process and features on America's voters and political system. Thus, the Department worked with foreign media, even from less-open societies, to explain U.S. elections and how American citizens engage in politics at all levels. The Department's support for foreign media coverage of the United States seeks to frame

the political race within a broader context, including press freedoms, public access to information, electoral transparency and how an election makes for a peaceful transition of power.

Leading the effort to aid foreign journalists are the Foreign Press Centers (FPC), which have a client base of more than 2,500 U.S. resident foreign correspondents. FPCs' offices in Washington, D.C., and New York City, and its virtual presence on the West Coast, coordinate interagency engagement and bipartisan (and independent) access for

journalists. Through FPC programming, reporters get access to campaigns and to neutral, nonpartisan information on policy issues—resources they might otherwise not have access to.

Leading up to the elections, the centers will have held more than 20 press briefings, 12 reporting tours and 10 media co-ops, in addition to providing foreign media support at such special events as the Republican and Democratic Party national conventions, presidential debates—and election night itself.



Russian media on the U.S. Elections and Battleground States reporting tour pose with a statue of Mary Dyer after meeting with the Philadelphia-based Represent PAC, which promotes female candidates in Pennsylvania elections.

State Department photo

FPC programs introduce reporters to political experts, who explain complex issues that overseas audiences often have difficulty understanding, such as the Electoral College and how polls and polling work. The programs draw media attention to less well-known Senate and congressional races and key gubernatorial elections, and explain how elections can affect redistricting and the composition of the Supreme Court. These briefers also explain the significance of voter demographics, such as the growing importance of the Hispanic vote, and how delegates to U.S. national political conventions are chosen.

The FPCs kicked off the presidential election season in late October 2015 with overview briefings in Washington and New

York, attended by more than 70 media members at each venue. The briefings gave equal attention to all the major candidates and their issues, and were followed by targeted briefings on topics ranging from how state and local governments conduct elections to how campaigns use social media and the role of political humor.

After the January Iowa caucuses, the FPCs held several live briefings in Washington and New York, and the first in a long series of teleconferences. The briefings allowed for broadcast media to capture live video and gain short on-camera interviews. Teleconferences offered media access to experts, who called in from their offices or while in the battleground states. Next, the FPCs hosted what were often weekly briefings and teleconferences for the New Hampshire, South Carolina, Super Tuesday, Florida, Ohio, Wisconsin and Pennsylvania primaries.

This year, 11 U.S. diplomatic posts took advantage of the FPCs' media co-op program to send broadcast media crews to the United States to cover specific aspects of the 2016 election. The co-op aspect means posts and media share program and travel costs. Foreign broadcasters who participated committed to a detailed schedule and to producing a set number of stories on themes that were priorities for the U.S. Missions supporting the trips.

There have been seven media co-ops in 2016, involving reporters from Austria, Benin, Pakistan, Paraguay, Thailand, Tunisia and Zambia. Held during primary season and the July political conventions, the trips led to such detailed coverage as that provided by Thailand's Nation TV. Its series focused on the U.S. system

Previous Page: Media from Thailand and Bhutan cover Bernie Sanders speaking at a rally in Indiana while on the Nuts & Bolts reporting tour.

State Department photo

of primary elections and covered state delegate selection in Portland, Ore., and voting in Los Angeles on primary election day.

The media also attended rallies by candidates Hillary Clinton, Bernie Sanders and Donald Trump, and visited a local mosque to discuss Trump's proposed restrictions on Muslim immigration. Nation TV alone filed five stories on its prime-time newscast, reaching 200,000 households. The stories profiled candidates and their supporters, and considered whether the media were reporting critically or merely providing candidates with free publicity.



Jake Sullivan, senior policy adviser for the Hillary for America campaign, briefs foreign media in the FPC briefing center at the Democratic National Convention.

State Department photo



A journalist with Tunisia's Attesia TV interviews a protester outside the Democratic National Convention during the broadcast outlet's media co-op production.

State Department photo



Representatives of media outlets from Egypt, Georgia and Tunisia on the Nuts & Bolts reporting tour cover an exchange between Ted Cruz and a supporter of Donald Trump during a campaign stop in Indiana. *State Department photo*

A global tour held in April involved trips to rallies for Sanders and Trump, and even an encounter with Ted Cruz in rural Indiana on the day before his campaign conceded defeat. During that tour, members of the media collectively filed 200 stories on topics ranging from an Ecuadorian correspondent's experiences at a Trump rally to an Egyptian journalist's interviews with local board of election officials on preventing voter fraud. One Ghanaian journalist reported on electioneering at polling places, noting this did not lead to disorder (because of posted limits that were largely respected).

As in past election cycles, the FPCs pulled out all stops to cover the national political conventions by staffing foreign media briefing centers at both parties' convention sites. During the events, more than 300 journalists from 150 outlets in 50 countries attended 31 FPC briefings with party delegates, campaign officials and representatives of grassroots and advocacy organizations. Topics discussed included how the African-American, Latino and youth votes were trending; entrepreneurship and the economy; and countering violent extremism.

Meanwhile, the FPCs' briefings and one-on-one interviews with Trump and Clinton campaign representatives also regularly packed the 60-seat conference room in Washington, offering foreign media opportunities not otherwise easily available.

As the presidential race came to the finish line, the FPCs held briefings and teleconferences on the debates, provided updates on national and battleground state polls and discussed

how get-out-the-vote efforts were going. Special preparations have been underway for election night coverage, including several live briefings both in New York and Washington via digital videoconference, monitoring exit poll data, previewing the incoming Congress and providing insights on nationwide election results. Several co-ops and reporting tours are expected to converge on New York, including from China, Iraq, Nicaragua and Nigeria, as well as a tour for Russian media, and two more global tours.

That should make it clear, whatever the election results, FPC staff would be ready for a break come the first Wednesday in November. ■



A reporter with Egypt's Al Nahar TV interviews Bernie Sanders supporters outside a Donald Trump rally in Indiana while on an FPC reporting tour. *State Department photo*

In addition to the co-ops, the FPCs have held or scheduled more than a dozen media reporting tours for large groups of 20 or more foreign journalists, trips varying in scale from bus jaunts to local polling places in Virginia to two- or three-day trips to Ohio and Florida, to cover campaign events and interview primary voters headed to the polls. The FPCs also offered regional or post-specific tours on key policy priorities; Russian media benefited from two separate election-related tours.

The FPCs' largest and most effective tours, its global reporting tours, can include up to 25 participants and focus on such matters as electoral mechanics and key demographics.

OUR OCEAN

International conference promotes conservation

By Hannah Feldman, international conference officer,
Office of the Under Secretary for Management

The 2016 Our Ocean, One Future conference at the Harry S Truman (HST) building Sept. 15-16 provided a glimpse into the precarious situation of the world's oceans and sought to bring about healthy and sustainable solutions.

Secretary John F. Kerry, who initiated the first Our Ocean conference in 2014, told conferees that oceans have been a symbol of permanence, but this "cannot be necessarily said for us or for the life within [them]."

Organizing of this year's conference, which brought together more than 1,000 government officials, scientists and NGO representatives, began in October 2015 and was led by Under Secretary of State for Economic Growth, Energy and the Environment (E) Catherine Novelli, Special Advisor Sally Yozell (also of E) and Senior Staff Director Elizabeth Kim of the Bureau of Oceans and International Environmental and Scientific Affairs (OES). By December 2015, the policy experts involved in planning were joined by representatives of Major Events and Conferences staff, led by office director Laura Bowen Wills. Wills, with conference lead Paul Winston and Office of the Chief of Protocol lead Jeannie Rangel, married substance with logistics to prepare for one of the largest, most complex conferences the Department has hosted.



Secretary Kerry speaks at the
Our Ocean Concert Sept. 15.
State Department photo



Portions of the exhibit area were bathed in blue light to simulate an undersea atmosphere.
State Department photo



A meeting room is arranged for sessions for the Our Ocean conference.
State Department photo

The organizers transformed HST's conference spaces into an animated display of ocean life. Working with Hargrove Inc. and J Street Productions, they turned the Loy Henderson Auditorium into a multimedia presentation stage where a 270-degree LED-based surround video screen showed films and montages created by National Geographic. They also converted the Delegates Lounge into an "immersion sphere," a passageway connecting the oceans exhibits and plenary hall and where rear-projection footage from National Geographic caused attendees to feel as if they were immersed in the ocean. The South Courtyard held an array of exhibits and networking space all within the largest tent ever constructed in that area.

The conference involved a wide number of Department offices and bureaus, including International Information Programs, Educational and Cultural Affairs, and Public Affairs, as well as the OES Environment, Science, Technology, and Health officers in the field. Also involved were the Office of Religion and Global Affairs, Office of the Science and Technology Adviser to the Secretary and many others.

The two-day event featured more than 50 speakers, who participated in panels focused on expanding marine protected areas (MPAs), which provide ocean life and their habitats refuge from human impacts and allow depleted marine resources



to recover, building sustainable fisheries, reducing marine pollution or combating climate-related impacts on the ocean. President Obama addressed the conference on its first day, noting his recent expansion of the Papahānaumokuākea Marine National Monument, off the coast of Hawaii, to make it the world's largest MPA.

“We cannot pretend that the problems don't exist because we're going to have to make some changes in our own ways of doing business in order to confront them,” the president said. “Instead, we have to come together and we've got to find solutions—and we can.”

He noted that his administration has protected more of the oceans' waters than any in history and announced the creation of the Northeast Canyons and Seamounts Marine National Monument. Located off the Massachusetts coast, the site is the first U.S. marine monument in the Atlantic Ocean.

Later that day, actor and environmental activist Leonardo DiCaprio called on attendees to “protect and value vital marine ecosystems” and “address global overfishing.” He also announced a new investment in Global Fishing Watch, a technology platform that allows anyone worldwide to monitor and track the world's largest commercial fishing vessels.

Among the event's exhibitors was the Safe Ocean Network, which was established by Secretary Kerry to build a global community to strengthen the fight against illegal fishing, including detection, enforcement and

President Obama speaks at the Our Ocean Conference. *State Department photo*



Actor and environmentalist Leonardo DiCaprio addresses the Our Ocean Conference Sept. 15.

State Department photo

prosecution. The organization's exhibit was among several in HST's Exhibit Hall, which featured a space for attendees to interact.

Also in the Exhibit Hall were:

- NASA's Hyperwall, a video mural of multiple "high-definition data visualizations" that explain climate and weather phenomena;
- Liquid Robotics' Wave Glider, an unmanned robot powered by wave and solar energy that gathers data on the oceans;
- Ocean Alliance's SnotBot, a waterproof drone that collects data on whale pods through its attached hydrophones;
- A booth staffed by the International Alliance to Combat Ocean Acidification; and
- Twenty prints of ocean life from National Geographic photographer Brian Skerry.

Delegates also took part in more than 30 live presentations inside the Exhibit Hall. These were made by entrepreneurs, filmmakers and other experts on such topics as ocean pollution and the declining shark population. One presenter was Angela Pozzi, founder of Washed Ashore, an organization that transforms marine pollution into works of art. Washed Ashore displayed throughout the conference's exhibit space several sculptures made from plastic trash recovered from the ocean. The sculptures included a sea lion, shark, jellyfish, whale skeleton and sea urchin.

At the first day's end, Secretary Kerry hosted the Our Ocean Concert at the John F. Kennedy Center for the Performing Arts.



There, Grammy-winning composer Eric Whitacre performed accompanied by the Georgetown University choir, activist and actor Adrian Grenier spoke, and Tony Award nominee Norm Lewis and singer-songwriter Grace Potter sang.

At the same time as the conference, the Department held a two-day youth summit co-sponsored with Georgetown University and the Sustainable Oceans Alliance. The summit, held on Georgetown's campus, featured Secretary Kerry and advocate Grenier, who called on the 150 American and international students attending to take action. Secretary Kerry called destruction of the oceans a matter of "life and death," saying it posed a threat to national and international security.

"And if we're going to respond to the challenges globally," he continued, "we have to care about the oceans and we have to understand the linkage to science and the linkage to climate change." The students engaged with more than 15 scientists and academics on the importance of building leadership strategies to curb threats to the oceans.





Secretary Kerry, Teresa Heinz Kerry and Norwegian Foreign Minister Borge Brende examine an interactive display at the conference. *State Department photo*

In all, the 2016 Our Ocean conference involved the announcement of 136 new initiatives to save the oceans, including \$5.24 billion in pledged funding and commitments to create nearly 4 million square kilometers of new or expanded MPAs. The United States itself announced commitments worth \$2.12 billion and covering more than 1 million square kilometers of protected areas. As an interactive map at the conference showed, commitments from the 2014, 2015 and 2016 Our Ocean conferences now total more than \$9.2 billion in funds and more than 9.9 million square kilometers of newly-protected ocean areas.

The future looks promising. Next year's Our Ocean conference will be held in Malta and hosted by the EU. Other nations have already volunteered to host: Indonesia for 2018 and Norway for 2019. ■



Secretary Kerry and Teresa Heinz Kerry look at a seal made entirely out of plastic harvested from the ocean during their tour of the conference. *State Department photo*



Guyana

Capitalizing on opportunity

Story by By Britt Johnson and Elizabeth Smith, vice consuls, and
Angela Reyes-Hill, special project coordinator, U.S. Embassy Georgetown



Post of the Month

Opening page: Indigenous couple walks along the dry plains of southern Guyana. In the background, the rolling grass-covered hills that are common in the Rupununi Savannahs and home to cattle ranchers.

Photo by Ryan Fouss, Peace Corps Guyana

Straddling South America and the Caribbean, Guyana is a multicultural, English-speaking country, offering a well-preserved natural paradise of flora and fauna. With a recent significant offshore oil discovery and even greater promise of equally significant investments, this nation may just be on the brink of an economic takeoff. Although global oil prices are rock-bottom today, tertiary benefits suggest prosperity is right around the corner. As its people brace for an economic boom, Guyana's star is rising.

For Guyana, diversity is an asset. Its citizens refer to their nation as "the place of six peoples." Formerly a Dutch and then British colony, Guyana is composed primarily of Indo-Guyanese, Afro-Guyanese and indigenous peoples, along with healthy doses of Portuguese, Chinese and British descendants. The three major local religions include Christianity, Hinduism and Islam. Although British in colonial heritage, governmental structures and architectural buildings, Guyana is more Caribbean in politics and temperament. However, with each passing year, the nation nudges toward its northern neighbor, the United States, for economic and cultural inspiration. This rare combination of ethnicity and religion provides a refreshing flavor to this part of the world: Roti and curry dishes fill local restaurants and a unique creole dialect of the English language weaves through every conversation. From shopping centers to lively "limes" (hangout places), the sound of upbeat soca music permeates the air.



Three students at Soesydyke primary school pose before getting ready for their afternoon classes.
Photo by Dan Honegger

Guyana is an adventurer's paradise. Lonely Planet refers to its many natural wonders—including lush rainforests, savannahs and highlands in the uppermost western corner of the Amazon basin—as “the continent's best-kept ecotourism destination secret.” Those who serve at Embassy Georgetown have the opportunity to explore indigenous villages, nature trails, ranches and swampy glades, as well as observe some of the world's rarest endangered species. It is no surprise that the “Land of Many Waters” boasts 70 waterfalls, three major rivers and countless blackwater creeks. Perhaps one of Guyana's most precious geological gems is Kaieteur Falls, the tallest single-drop waterfall in the world. Scientists and tourists alike fly over it daily to witness the awesome power and beauty.

While Guyana is currently one of the poorest countries in the Western Hemisphere, with many infrastructure challenges, its economy has great potential. The World Bank forecasts 4 percent annual growth in both 2016 and 2017. Compared with many of its neighbors, including Brazil and Venezuela, Guyana's macroeconomic trends remain strong. With resource-rich lands, nearly 83 percent of Guyanese exports are bauxite, sugar, rice, gold, diamonds and timber. Around 33 percent of Guyana's GDP comes from agriculture, forestry, fishing and mining industries. The U.N. estimates that nearly 80 percent of the country is untouched by human development.

One of South America's greatest marvels, Kaieteur Falls, spilling tons of water from the world's highest single-drop waterfall, measuring 741 ft. into the Potaro River. Kaieteur is engulfed by lush, uninhabited rainforest. As the water cascades into the basin, the powerful mist along with solar bows continues to produce an enchanting view with beautiful rainbows from all angles.

Photo by Marivia Shary, EFM



In June 2015, ExxonMobil confirmed the discovery of up to 1.4 billion barrels of oil, located 120 miles offshore. Production is expected by 2020. “Job growth and sustainable economic transformation will come from Guyana’s reinvestment of future petroleum revenues into nonpetroleum sectors, such as infrastructure, education and renewable energy,” said Sandra Zuniga Guzman, deputy chief of the political, economic and commercial section. “Success is possible if Guyana remains committed to regulatory and fiscal frameworks rooted in accountability and transparency, which is precisely what U.S. assistance has and will continue to support,” she added. With greater employment opportunities, the economic boom could attract highly educated Guyanese from the diaspora back to their homeland and quench the historic “brain drain.”

Georgetown, Guyana’s capital, is already experiencing a surge in commercial construction. In June last year, the Guyana Marriott Hotel opened its doors to the public. As the first major branded hotel, the Marriott is expected to significantly boost Guyana’s conference-hosting and tourism capabilities. Just a few months later, local developers inaugurated a modern mall with a new multiplex movie theatre, shops, bars and restaurants. Just around the corner is the Caribbean Community’s (CARICOM) headquarters. This organization of 15 Caribbean nations promotes regional economic integration and harmonious foreign relations. In just one day, Embassy Georgetown staff can participate in a meeting at the Caribbean’s policy hub, explore Guyana’s untouched rainforests and grab dinner and a movie in the bustling city.



Georgetown’s thriving marketplace in all its colorful splendor. With City Hall in the background and cabs, buses and vendors in the forefront, Stabroek Market is the place to be seven days a week for arts, crafts and all kinds of goods. *Courtesy of the Public Affairs Section*



Although Embassy Georgetown is categorized as “small,” a number of USG agencies call this post home, including the Drug Enforcement Administration (DEA), United States Agency for International Development (USAID), Department of Defense’s Security Cooperation Office (SCO), Centers for Disease Control and prevention (CDC) and Peace Corps.

As part of post’s mission, the recently opened DEA office trains, advises and assists Guyana’s security law enforcement agencies in support of the Caribbean Basin Security Initiative (CBSI). This program brings all members of the Caribbean Community (CARICOM), the Dominican Republic and the United States to jointly collaborate on regional security. The CBSI aims to substantially reduce illicit trafficking, increase public safety and promote social justice.

Under the CBSI, USAID partners with local stakeholders to reduce juvenile violence as well as diminish the institutionalization of youth, who commit minor offenses. In just five years, 2,215 youth have completed life and work skills training. “For a small country, it’s gratifying to know that about a thousand of these youth we helped now have full-time jobs, and 160 have started their own businesses,” said Chris Cushing, mission director of USAID/Eastern and Southern Caribbean. Additionally, 123 youth were diverted from detention. USAID also works to increase voting participation rates. In March 2016, Guyana held its first local election in 22 years. During this historic election season, USAID supported local civil society organizations, worked to improve citizens’ electoral knowledge and helped bolster youth and women’s engagement.



Shoppers and vendors crowd the streets in front of Stabroek Market in Georgetown.

Photo by John+Elaine Chesterton





If you are willing to get up early, you can witness the spectacular reflection of brilliant colors stretched over the surface of this blackwater lake in Northern Guyana. *Photo by Christopher Hill, Bilateral Affairs Officer*



SCO engages in capacity building and sponsors training exercises with the Guyana Defense Force. This cooperation has hosted a number of senior-level visits, including the Commanding General of U.S. Army South (Major General Chinn) and General Officers from National Defense University. In addition, SCO coordinated the Cultural Understanding and Language Proficiency (CULP) visit, consisting of 28 ROTC Cadets and 4 Cadre members.

By funding HIV treatment programs in local hospitals, the CDC looks to improve clinical care and services. Current CDC-funded sites have targeted key vulnerable populations and achieved high treatment retention rates. In addition, these sites are among the first in the region to implement the World Health Organization's "treat all" strategy.

The Peace Corps also operates in Guyana. Since the program was established in 1966, more than 815 Peace Corps volunteers have served in the "Land of Many Waters." During their service in Guyana, volunteers learn to speak the local creole dialect as well as work to increase literacy and implement community health initiatives. With success in these current fields, the Corps is launching a new environmental development program that may boost its volunteers to nearly 80. Serving in remote indigenous communities, they will build environmental awareness and promote community-based natural resource management. By January 2017, Embassy Georgetown will welcome another section to its community: a Marine Security Guard detachment. In addition to fostering a strong interagency community, the U.S. Mission is also proud of its high rates of employment for eligible family members (EFM). Of the 13 EFMs at post, nine are working.



Deepavali or Diwali, the festival of lights, is usually celebrated in October or November and coincides with the Hindu New Year. It is seen as the triumph of light over darkness and is observed locally with parades of gaily lit religious depictions, prayers, feasts and the lighting of hundreds of diyas (small clay pots filled with oil in which a wick is immersed and lit).

Photo by Ryan Fouss, Peace Corps Guyana



Embassy Georgetown's Youth Action Network (YAN), under the theme of "Ready to Serve, Ready to Lead," teams up with visiting U.S. military cadets to take part in a community service project.

Photo Courtesy of Public Affairs Section



Post of the Month

Young girls learn leadership, empowerment and healthy behavior skills in a safe, all-female setting to help them blossom into their full potential. The Girls Leading Our World annual camps are organized by Peace Corps volunteers and bring together young girls from all across the country.
Photo courtesy of Peace Corps Guyana



Embassy staff members have the opportunity to spearhead local community service programs and be part of Guyana's transformation. One officer organized an environmental outreach group dedicated to cleaning beaches and roadways. The group recently became a local nonprofit organization. For his part, the ambassador joined forces with Rémar, a local musician. The duo wrote and produced a rap song entitled "More than Visas." Surpassing 80,000 views, this lyric video provides an overview of Embassy Georgetown's programs and activities. American and Guyanese staff also frequently volunteer at a local shelter for battered women and children. According to co-Community Liaison Officer Tyra Mitchell, "The best aspect of working for Embassy Georgetown is the ability to be fully engaged in the community. Whatever you are into, it's here!"

With a rich multicultural heritage, massive oil discovery, irresistible ecotourism adventures and endless opportunities to connect with the local community, the time may indeed be now for Guyana. ■



On May 26, Guyana celebrated 50 years of independence, and the United States also recognized the date as the 50th anniversary of U.S-Guyana diplomatic relations. To celebrate the occasion, the embassy co-hosted a free concert, which featured the former Miss Guyana World and talent competition winner Lisa Punch leading the audience in spirited song and dance.
Photo Courtesy of Public Affairs Section



Ambassador Holloway tests the iron and steel of the bell used in the iconic Stabroek Clock Tower. Embassy Georgetown was awarded a grant from the U.S. Ambassadors Fund for Cultural Preservation to rehabilitate and upgrade the bell and clock. Residents and tourists will soon be able to enjoy the spectacular view of the city and the Demerara River from atop the tower..
Photo Courtesy of Public Affairs Section

Pull To Read

Rappin' envoy scores a hit



Post of the Month

Known as the "festival of colors," Holi (or Phagwah) signifies the triumph of good over evil and is one of most ancient, joyous and colorful festivals of the Hindu calendar. Celebrants usually wear white and play with colored water here and in other parts of the world where Hinduism is practiced. *Photo by Kera Murphy, Peace Corps Guyana*



Post of the Month

At a Glance

Guyana



Capital:
Georgetown

Government Type:
Parliamentary republic

Area:
214,969 sq km

Population:
735,909

Major urban areas:
Georgetown 124,000

Ethnic groups:
East Indian 43.5%, black (African) 30.2%, mixed 16.7%, Amerindian 9.1%, other 0.5% (includes Portuguese, Chinese, white)

Languages:
English (official), Guyanese Creole, Amerindian languages (including Caribbean and Arawak languages), Indian languages (including Caribbean Hindustani, a dialect of Hindi), Chinese

Religions:
Protestant 30.5% (Pentecostal 16.9%, Anglican 6.9%, Seventh Day Adventist 5%, Methodist 1.7%), Hindu 28.4%, Roman Catholic 8.1%, Muslim 7.2%, Jehovah's Witness 1.1%, other Christian 17.7%, other 1.9%, none 4.3%, unspecified 0.9%

Exports (commodities):
sugar, gold, bauxite, alumina, rice, shrimp, molasses, rum, timber

Export partners:
U.S. 33.5%, Canada 17.9%, U.K. 6.7%, Ukraine 4.3%, Jamaica 4%

Imports:
manufactures, machinery, petroleum, food

Import partners:
U.S. 24.6%, Trinidad and Tobago 24.1%, China 10.8%, Suriname 9.5%

Currency:
Guyanese dollar

Internet country code:
.gy

* The CIA World Factbook



Conversation Starter

Club enhances English skills and more

By Suzanne Miller, information resource officer, and
Arpi Khatcherian, outreach assistant, U.S. Embassy in Cairo Photos by Arpi Khatcherian

Each Wednesday, youth from all over Egypt come together at the Information Resource Center (IRC) of the U.S Embassy in Cairo to practice English with a native speaker and discuss pressing social issues about American culture and values. The weekly English Conversation Club (ECC), the IRC's most popular program, brings together 40–60 Egyptian students and young professionals and complements the work of the Regional English Language Office, which focuses mostly on English language teachers.

Learning English is important to Egyptian youth, who daily come to the IRC seeking to improve their English proficiency. Although Egyptian schools teach English and the instructors often have a strong grasp of grammar and vocabulary they are less accomplished in oral language practice. The ECC, thus, offers a fun and interesting opportunity for young people to practice their listening and speaking skills.

While English language teaching and learning is one of the five core precepts of the Department's global American Spaces program, the ECC also seeks to improve e-literacy and expand access to better educational and employment opportunities.

As so much Internet content is in English, knowing English allows youth to be part of the international conversation. Furthermore, having access to advanced educational opportunities requires more sophisticated English skills, since university textbooks are often in English, particularly those for the STEM disciplines. Getting a good job in Egypt also can require strong English language proficiency.

To address these needs, the ECC goes a step further: It offers Egyptian youth the opportunity to mingle with Americans informally to learn more about American traditions and culture and is a medium for both parties to discuss important U.S. policy issues. This year, ECC discussions have focused on such topics as freedom of the



Information Officer Walter Parrs, second from left, introduces the topic of the day to his conversation group.

press, diversity and tolerance, gender roles, U.S. elections, the environment and climate change, the role of women in society, and Muslims in America. Having discussions based on interesting topics encourages the exchange of ideas and problem solving, and lets participants articulate their views in English. The cross-cultural exchange has helped make the IRC a community center where members become friends, gain new skills and practice their English.

During August alone, the ECC held five programs, gathering a total of nearly 300 Egyptians and 11 American volunteers to discuss in small groups topics related to sports and the Olympics. Among them were how Olympic games unite the world, exercise for a healthy life, sportsmanship and teamwork, sports in America and American and Egyptian champions. The discussions addressed such concepts as endurance, sportsmanship, teamwork and unity, and celebrated Egyptian and American Olympic achievements, many of them accomplished by young women. That fact provided attendees the chance to debate gender differences and women's empowerment. IRC staff distributed copies of publications on sports produced by the Bureau of International Information Programs and printouts of ShareAmerica articles for further reading.

The ECC would not succeed without its embassy volunteers, including FSOs, family members, Marines and American expatriates. Participants are organized by self-identified language levels in groups of 10 to 12, each with an American English speaker as facilitator. Topics are provided for each session, but facilitators add their own flair—some use music or video clips to spark conversations and others develop introductory remarks and vocabulary lists. Participants come prepared to talk, often after doing preliminary research on the day's topic.

For the American community, the ECC provides an opportunity to talk with young Egyptians in an open and safe environment. One facilitator spoke, for instance, of being excited to see how the regular attendees change over time and noted their improved grasp of English and how their minds were opening to new ideas and possibilities. Another FSO facilitator said it was the best, most significant discussion he had experienced in months, since the youths felt free to express their opinions without fear of repercussions or censure. ■



EFM Sheri Verdonk, far left, encourages participation in the group.



Members of the English Conversation Club engage in discussion.



GAINING GROUND

Embassy helps fight wildlife trafficking

By Shoshanah Tischler, Wildlife Anti-Trafficking Coordinator,
U.S. Embassy Dar es Salaam, Tanzania Photos by Embassy Dar es Salaam



If there is an epicenter to the poaching epidemic decimating the elephants of Africa's savannah, it is in Tanzania's Rungwa Game Reserve, a government-protected area patrolled by game scouts—a place where elephants, in theory, are safe. The reality, however, is quite different. “It's a slaughterhouse,” said the former Tanzanian Minister for Natural Resources and Tourism in 2015.

Since 2009, more than 50 percent of the elephants in Rungwa have been killed. They are slaughtered for their ivory tusks, which can fetch as much as \$1,100 per kilogram on the black market, and are smuggled through Tanzania's porous borders, typically ending up in Asia.

While this tragic scenario, which has placed these majestic animals near extinction, is widely known, what is new and less well-known is how Tanzania is fighting back and how the U.S. Embassy's interagency team is providing the necessary support.

Over the past two years, the interagency team at the U.S. Embassy in Dar es Salaam, through its Wildlife Trafficking Working Group (WTWG), has brought together conservation-minded billionaires, NGO leaders and local stakeholders in an effort to save the elephant population.

The effort is making progress. However, that was not the case in August 2015, when I and a representative of the Wildlife Conservation Society drove for two days down an unpaved road in the Rungwa Reserve to a government game scout post at the center of the reserve that was supposed to deter poachers. When we arrived at the Makwasa post we found that it had become a killing field for elephants.



Ambassador Mark Childress, center in grey T shirt, poses beside the Permanent Secretary of the Tanzanian Ministry of Natural Resources and Tourism and members of the U.S. Army-Africa and North Carolina National Guard Special Forces, and the Rungwa game scouts at Rungwa Reserve during a training demonstration in August.

The reason became clear upon our arrival. The game scouts had abandoned the Makwasa outpost much earlier. Poachers had replaced them and were using Makwasa as a staging ground for their butchery. This explained why the highest concentration of elephant carcasses in Rungwa was at the outpost, according to the Great Elephant Census, a Paul G. Allen project. Sadly, what had happened there made sense. The game scouts lacked vehicles that could reach the outpost in the rainy season. Supplies could not get in to the camp by air. Faced with these obstacles, the scouts abandoned the camp, and the poachers moved in.

I reported what I had observed to Ambassador Mark Childress, and he led his team into action. He went to Makwasa with the WTWG and then briefed environmental conservationist, Hansjörg Wyss, whose foundation contributes millions of dollars a year to conservation in Tanzania. The foundation, in turn, purchased a tractor and trailer and equipment for the scouts so they could get to and from the outpost during the rainy season.

Next, the embassy sought support from the Bureau of African Affairs (AF) and the embassy's Department of Defense (DoD) Attaché who asking for help from the U.S. Army-Africa and the North Carolina National Guard Special Forces. (In 2014, U.S. Marine Corps Forces-Africa had trained game scouts at another game reserve, Selous, which had lost 75 percent of its elephants to poachers over the prior decade.) USAID also pitched in by supporting conservation efforts around Rungwa and promoting alternative livelihoods and goodwill toward wildlife, which are crucial building blocks to reducing poaching.

In August 2016, a year after learning about the abandoned Makwasa post, Ambassador Childress attended a demonstration ceremony where game scouts showed off their new U.S. military training and their all-season staffing of the reserve. At the ceremony, the ambassador said the “poachers are [now] on the run.”

The progress in Rungwa is just the latest success in a series of wildlife anti-trafficking measures over the past two years. It was part of a strategy, championed by Ambassador Childress, that harnesses an interagency effort involving myriad stakeholders and focuses all of the resources on combating poaching.



The Makwasa game scout post in August 2015.



The author examines an elephant skull in the Rungwa Game Reserve.

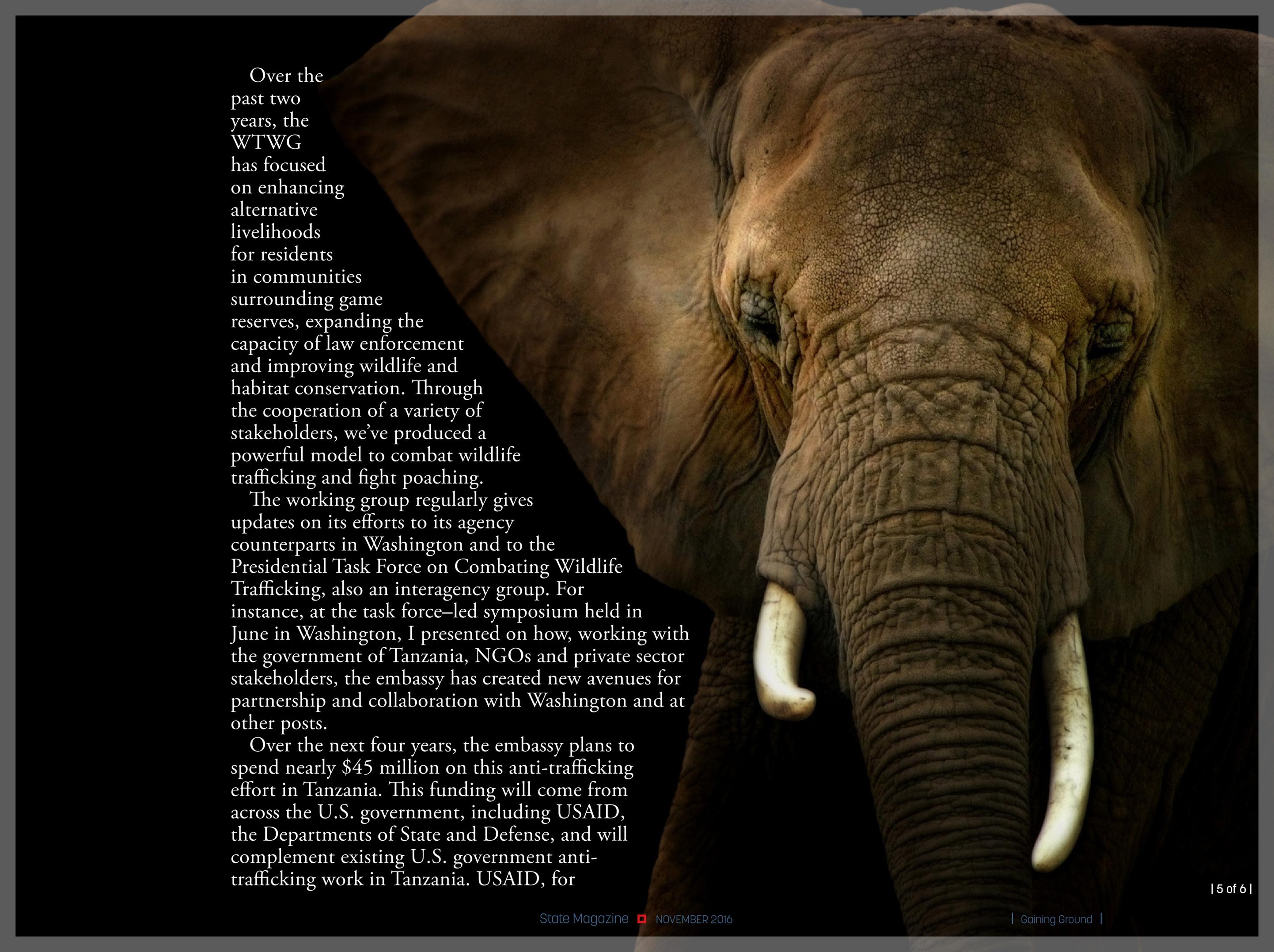
Prior to arriving in Tanzania, Ambassador Childress served as the president's deputy chief of staff and worked on the 2013 Executive Order on Combating Wildlife Trafficking. He arrived in Tanzania in 2014 when elephants were being slaughtered at unprecedented rates. From 2009 to 2014, the country's elephant population plummeted from around 109,000 to only about 43,000. Nearly 80 percent of the world's illegal ivory has originated in Tanzania, reflecting how this is a global, demand-fueled epidemic.

Unchecked trafficking is a devastating economic as well as environmental issue for Tanzania, since wildlife tourism is its second largest source of GDP. If elephants disappear at the current rate, more than \$2 billion in annual tourism-based revenue could vanish, a big hardship for a nation where 11 percent of the population works in the tourism industry.

With the ambassador's arrival, the embassy set up a comprehensive anti-trafficking strategy, one that called for working with foreign governments, NGOs, international governmental organizations and the private sector. The WTWG became a key part of this strategy, coordinating the embassy's interagency efforts and drawing on members from the Department of State, Fish and Wildlife Service, Department of Justice, USAID and DoD. I'm the group's Wildlife Anti-Trafficking Coordinator, a position that reflects the interconnected nature of the job: It is a U.S. Department of Agriculture position, but funded by USAID and seated in the embassy's political and economic section. No other American embassy has this position, dedicated full-time to countering wildlife trafficking.



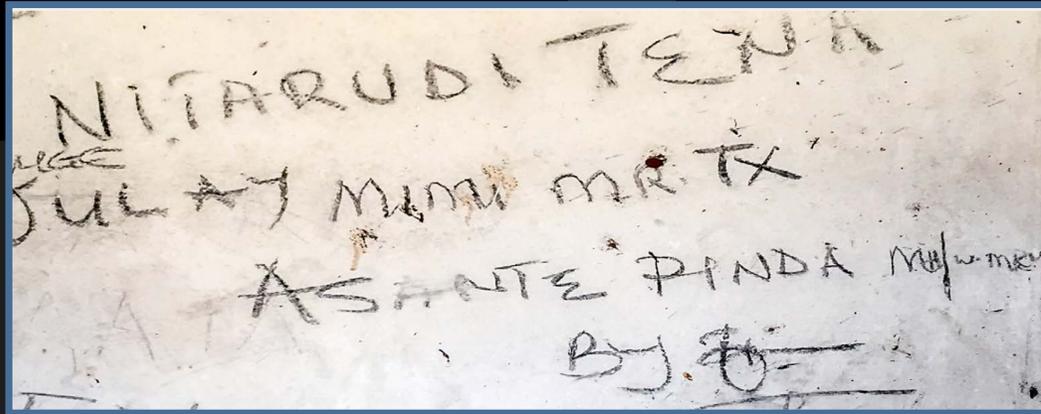
The author, far left, poses with secondary school students at their school after speaking with them about wildlife conservation in Tanzania.



Over the past two years, the WTWG has focused on enhancing alternative livelihoods for residents in communities surrounding game reserves, expanding the capacity of law enforcement and improving wildlife and habitat conservation. Through the cooperation of a variety of stakeholders, we've produced a powerful model to combat wildlife trafficking and fight poaching.

The working group regularly gives updates on its efforts to its agency counterparts in Washington and to the Presidential Task Force on Combating Wildlife Trafficking, also an interagency group. For instance, at the task force–led symposium held in June in Washington, I presented on how, working with the government of Tanzania, NGOs and private sector stakeholders, the embassy has created new avenues for partnership and collaboration with Washington and at other posts.

Over the next four years, the embassy plans to spend nearly \$45 million on this anti-trafficking effort in Tanzania. This funding will come from across the U.S. government, including USAID, the Departments of State and Defense, and will complement existing U.S. government anti-trafficking work in Tanzania. USAID, for



A poacher's graffiti found inside the Makwasa game scout post in 2015 says "I'll be back."

example, already provides substantial bilateral assistance to help Tanzania combat wildlife trafficking. State/AF, in turn, will provide \$1.9 million in support of DoD's anti-poaching training of the Rungwa game scouts and the Bureau of International Narcotics and Law Enforcement Affairs will provide nearly \$4 million in funding for law enforcement capacity-building in protected areas of southern

Tanzania, such as Rungwa and Selous, areas hardest hit by poaching.

These funds will enable the WTWG to go after traffickers using a variety of resources and authorizations. One important initiative is the [U.S.-Tanzania Canine Detection Program](#). Tanzania's porous borders and air and sea ports have for years been used with impunity by trafficking networks. Seeking to disrupt this supply chain, the embassy collaborated with U.S. Customs and Border Protection (CBP) to establish the canine unit at air and sea ports. This whole-of-government effort involved more than \$700,000 in resources from a variety of sources, including the Tanzanian government, private sector, USAID and AFRICOM.

Slowly but surely, the WTWG is working to succeed in its battle for Tanzania's wildlife. These animals are not only one of Tanzania's most valuable natural resources, they're some of the world's most remarkable creatures—and protecting them is all of our responsibility. ■



A dog in the U.S.-Tanzania Canine Detection Program sniffs out ivory during a demonstration by the Tanzanian Police Force in March.



Representatives of civil society organizations in the Republic of the Congo learn about budget processes and how to participate in accountability projects.

State Department photo

projects in countries that have shown the political will to improve their fiscal transparency but as yet don't offer full availability and completeness of their budget information. Proposals largely come from U.S. diplomatic posts overseas. EB usually solicits proposals in the fall and spring; this year's call for submissions deadline is in December. The proposals are reviewed by panels of subject matter experts from EB and USAID who are seeking projects that are sustainable, measurable, significant, feasible, cost effective and complementary.

The FTIF builds governments' capacity to make their budgets and spending transparent and makes civil society groups more able to press for, analyze and monitor government finances, which supports a host of other U.S. anti-corruption and transparency strategies.

Since its inception in 2012, the FTIF has funded 47 projects in 35 countries. FTIF programs have included development of a citizens' budget in Chad, a budget information website portal in Honduras, media training workshops in Ukraine, budget information integration systems in Guinea, budget analysis reports in Yemen and training manuals in Zambia, among others.

In Malawi, in a 2013 scandal known as "Cashgate," government and nongovernmental employees stole allegedly \$330 million from Malawi's public resources. Through the FTIF,

Shining a Light EB fund clarifies host nations' spending

By Ryan May, program analyst, Office of Monetary Affairs, Bureau of Economic and Business Affairs

The Bureau of Economic and Business Affairs' (EB) Fiscal Transparency Innovation Fund (FTIF) helps nations' civil society organizations and governments make national budgetary information available and ensure it's accurate and verifiable. Giving citizens a window into their governments' budgets holds leaders accountable and promotes better-informed debates on important topics such as how public funds should be raised and spent.

This transparency also builds market confidence, underpins economic sustainability and is critical for development. Increasingly, transparency is part of the growing global dialogue on anti-corruption and part of citizens' demand for improved services.

"When resources are stolen or diverted from public investments, public confidence in government erodes. Such environments cannot serve as the basis for stable, inclusive economies that allow for the economic growth and development necessary to improve the lives of people around the world," said Assistant Secretary of State for Economic and Business Affairs Charles Rivkin. "One of the strategies we can use to reduce corruption is by ensuring 'fiscal transparency,' in other words, shining a light on how governments raise and spend public funds."

To put the FTIF to use, EB identifies governments in need of help through the congressionally mandated annual Fiscal Transparency Report. EB and USAID prioritize

EB and USAID partnered with the Department of Treasury to place a resident advisor within Malawi's Ministry of Finance to address weakness in budgeting that contributed to the theft. Ambassador Virginia Palmer said the advisor "provided invaluable guidance" to the government of Malawi, enabled a trusting relationship with the ministry and served as an informal consultant on many important ministry decisions. Malawi's use of program-based budgeting will instill governmental accountability through improved linking of resource allocation with results, she observed.

In Chad, FTIF supported creation of a Ministry of Finance website that gives citizens, for the first time, access to budget data, including annual budgets and data on the nation's petroleum contracts. Embassy N'Djamena Deputy Political and Economic Chief Douglas Sun said the site "provides information to policymakers and the public about the design and results of fiscal policies, and establishes responsibility for their implementation." He also lauded the site's utility for foreign investors, as this "provides credibility to Chad and can positively influence their assessments of the country."

For example, he said, the website allowed Chad to meet a key requirement toward its application for an Extended Credit Facility from the International Monetary Fund.

In Burma, FTIF worked with local partners to help the nation strengthen its budgeting and auditing, increase revenue- and expenditure-management by state

and regional governments and increase public understanding of the budget. Kim Ninh, country representative of The Asia Foundation-Burma, which is implementing the project, said the government budget was formerly considered sensitive information not to be made publicly available, but the country's ongoing democratic transition "and this project [are] working to support efforts inside and outside of government to improve budget transparency, efficiency and effectiveness." Among the FTIF initiative's features is an online portal that makes governmental budget data available to the public for the first time. Meanwhile, newly elected government officials in states and regions across the country are being trained in sound public financial management and in how to decipher and review their budgets.

In Kenya, an FTIF-sponsored course on appraisal and risk analysis of public investments taught government officials how to reduce inefficiencies in public spending and improve

transparency in spending. Participants have come from the ministries of Health, Land, Housing and Urban Development, Agriculture, and other entities. They learned to do economic risk and stakeholder analysis, and to assess public and private partnerships and project financing.

"Whether a country will move forward and achieve its goals depends on the quality [of its] human resources, which are critical in managing social and economic development," said the director general of the Kenya School of Government, Ludeki Chweya.

In the Democratic Republic of the Congo (DRC), FTIF expanded civil society participation in the Extractives Industries Transparency Initiative (EITI) in rich mining provinces where EITI principles had never been discussed. The 18-month project facilitated 20 workshops that featured interactive exercises and gave key civil society leaders in these regions tools to improve EITI implementation. A member of the DRC's parliament who works in the Natural Resources Commission said the resulting civil society network will bring about "the improvement of the mining sector's legal framework."

The DRC has since become compliant with the EITI thanks to efforts of civil society groups to improve reporting requirements, but the standard becomes tougher this year, so more work lies ahead as the nation seeks EITI validation in 2017.

More information is available at EEB-Fiscaltransparen@state.gov and at www.state.gov/e/eb/ifd/oma/. ■



Members of the Budget Division of Malawi's Ministry of Finance celebrate the rollout of program-based budgeting across all the nation's ministries.

State Department photo



HIGHLIGHTING ENTREPRENEURS

Department boosts small business worldwide

By Jeffrey L. Otto, senior economic advisor, Office of Commercial and Business Affairs



President Obama speaks with young entrepreneurs and, at far right, Facebook Founder Mark Zuckerberg on June 24 at GES. *State Department photo*

This month's worldwide Global Entrepreneurship Week (GEW) and the June Global Entrepreneurship Summit (GES) in California are part of the Department of State's broader efforts to promote entrepreneurship.

Entrepreneurs and innovators matter for U.S. foreign policy, if not for more universal issues. Collective challenges like violent extremism, environmental degradation and corrupt governance require solutions that go beyond governments alone. Thus, the Department works with private sector to protect intellectual property, ensure the rule of law and promote greater transparency in regulation and financial activities. Entrepreneurs create jobs, and more jobs and greater economic development counter violent extremism, especially among unemployed youth.

American diplomats are promoting entrepreneurship by assembling networks of entrepreneurs and investors, urging their foreign counterparts to think about the power of innovation. The focal point of the Department's entrepreneurship effort is the Global Entrepreneurship Program (GEP) in the Office of Commercial

and Business Affairs (EB/CBA) (see the July/August issue of *State Magazine*). GEP works with the White House, the Department's regional and functional bureaus, other U.S. agencies and the private sector to promote global entrepreneurship.

GEP takes a two-pronged approach to this work. First, it establishes and strengthens networks of entrepreneurs, investors and other entrepreneurship stakeholders that connect promising entrepreneurs to training, capital and new markets. This includes working closely with existing networks, such as participants in the Young Southeast Asia Leaders initiative. GEP also works with other similar initiatives elsewhere in the world and helps develop new networks, especially through the annual GES, held in Silicon Valley in June.

GES 2016 brought together 700 entrepreneurs, more than 400 investors and entrepreneurship "ecosystem" supporters, and 20 foreign government officials from 170 countries for outcome-oriented sessions, mentoring and to showcase their innovations. The private

sector partners hosted more than 30 well-attended events. GEP organized the summit's content and selected the entrepreneurs, working with more than 130 private sector partners to score the nearly 5,000 applications submitted from around the world.

The resulting cohort of global entrepreneurs had extraordinary diversity: Half were women and three-quarters youths, and every major geographic region of the world was nearly equally represented.

The 101 American entrepreneurs attending came from 35 states. In the summit's wake, companies from around the world announced billions of dollars in initiatives that will support the next generation of entrepreneurs through mentorship and training, support and research. The private sector buy-in has helped spur the government of India to pledge to host the 2017 Summit.

"We're excited to have GES 2017 be in India next year, continuing to advance the importance of entrepreneurship as a means to make communities more economically prosperous, inclusive and secure," said Sarah Heck, director for global engagement at the National Security Council. "It will be an important opportunity to underscore our two countries' commitment to entrepreneurship and innovation to solve shared challenges."

Next year's summit will include interactive events designed to reach as many global entrepreneurs as possible, she added.

The second prong of GEP's work is to support U.S. diplomatic missions that are urging host governments to remove financial, regulatory and other impediments to the growth of startups and small enterprises.

The year's other big entrepreneurship event, Global Entrepreneurship Week, will be held Nov. 14–20, in partnership with the Marion Ewing Kauffman Foundation. (The foundation supports a worldwide network of partner organizations that organize activities during the GEW and many of which partner with U.S. Embassies



Secretary Kerry poses with GES alumni entrepreneurs at the 2016 GES, June 23.

and Consulates.) Last year, U.S. Missions hosted or participated in more than 125 GEW events in at least 75 countries. This year's celebration promises to be even bigger.

By working directly with entrepreneurs and indirectly with foreign governments through U.S. diplomatic missions, GEP helps stimulate their working together. "It's these dual lines of effort

that really make the Global Entrepreneurship Program unique," observed Special Representative for Commercial and Business Affairs Ziad Haider. "This focus on both programming and policy, GES and GEW, has made our shop a go-to resource for the entire U.S. government interagency."

A key category of entrepreneurship, social entrepreneurs, gets a special focus. Speaking to the 700 entrepreneurs at GES, 85 percent of them self-described social entrepreneurs, Secretary of State John Kerry said, "It's about knowing your power to change the world—and then acting on it. It's about leading our planet towards a future of prosperity, peace and progress."

One of the youngest GES participants was Trisha Prabhu, a 16-year-old entrepreneur from Chicago, who expanded a high school science project into a mobile app that helps prevent cyberbullying. She's now seeking partnerships with local and state governments to expand the reach of her product, reflecting how social entrepreneurs can use the scale and reach of governments to expand their impact. If such good entrepreneurial ideas are originating among those so young, entrepreneurship as a facet of U.S. foreign policy is clearly here to stay.

More information is on the [website](#) of the Office of Commercial and Business Affairs. A fact sheet on the GES is online at the White House [website](#). ■



Marriage and the Realities of Foreign Service Life

By Kathy Gallardo, deputy medical director, Medical Health Programs, Bureau of Medical Services

The concept of marriage has rapidly evolved in our lifetimes, in keeping with today's globalized and rapidly changing society. Unsurprisingly, life in the Foreign Service abounds with a comparable richness of partnerships reflected in the confluence of cultural backgrounds, attitudes, values and expressions of those unions. Such increasing diversity, emerging from dynamic social change and global opportunity, appears generally consistent with increasing levels of personal choice across western cultures. However, this movement toward satisfying individual needs has not led to a concomitant increase in marital satisfaction. In fact, studies that compare satisfaction and divorce rates show the average marriage today is less stable than the average marriage of the mid-20th century, although the best marriages are much stronger and are flourishing.

While various theories may help explain the differences in an average marriage versus one that is thriving, at a minimum it seems clear that individual expectations about marriage are changing. Greater reliance on communication, friendship, respect and intimacy—when fulfilled—can lead to deeper commitment and trust. However, increased expectations of a spouse can also lead to more opportunity for disappointment and resentment if those expectations are left unfulfilled. At times, the expectations someone places on his or her marriage become so burdensome for the partner that the relationship suffers irrevocably.

While there is no perfect marriage, and no couple can fully match up to what is ideal for each as an individual, it would seem logical to know precisely which formulas among the relational mix confer the greatest degree of lifelong marital satisfaction. Maybe then, managing marriage partnerships would become easier. But the reality confronting even the greatest of relationships is that such relationships will cycle through periods of highs, lows and the mundane, countless times, as they mature. Evading the difficult periods is generally not possible, but having the tools to weather them can reduce the pain and strengthen the bond in many ways. Unfortunately, many people lack the skills needed to move their relationship beyond vulnerability to a place of real growth. Relationship risks that can impart cumulative and lasting damage include excessive time spent apart, chronic financial stress, immoderation in the use of technology, a need for on-demand attention, serious trust violations, emotional neglect, avoidance of intimacy and lack of balance in meeting each other's needs.

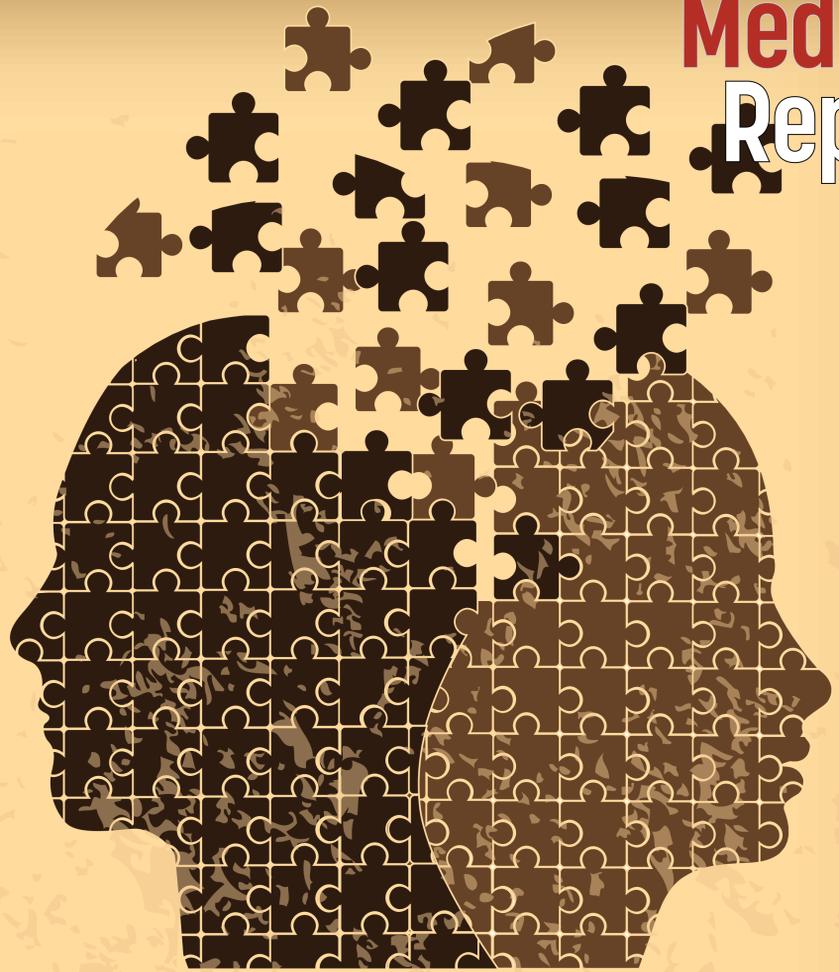
Couples who invest time and energy in their relationship express greater satisfaction than those who don't. However, on average, it appears that couples are investing less time and effort in their marriages. This may be due to a disproportionate focus on children or career demands, or the absence of a solid relational foundation or a vision for the future, or a scarcity of common interests outside of the children, just to name a few. Many people choose to continue on in a dissatisfied state and find it hard to change; others opt for divorce, some because it really may be the healthiest option. However, divorce is often not the solution, and in many cases it requires courage to engage in self-reflection to develop increased awareness of the situation, empathy for one's partner and willingness to change one's own behavior for the good of the relationship. And it requires sufficient commitment from both partners to show up and support each other as they work through the problems.

With all of the pressures facing modern relationships in general, how can we understand the contribution of the Foreign Service lifestyle to relational discontent? It is really hard to answer that with certainty, because of the unique characteristics that draw people into the diplomatic field. However, few people would argue there are no psychosocial risks inherent in a peripatetic lifestyle. These risks include living extreme distances from one's extended family and social supports, multiple unaccompanied tours, difficulty with nurturing and maintaining friendships with each relocation, increased potential for exposure to dangerous situations and the sacrifices of a commitment to public service. Less often acknowledged are the protective factors associated with being in the Foreign Service. These may be just as varied, but often include qualities such as increased tolerance and adaptability in those who desire to live and work abroad, as well as greater appreciation for diverse cultures, the ability to thrive on challenges and the resulting increased self-confidence. In many ways, relationships have the capacity to be stronger in the Foreign Service because the challenges a couple faces together and the exposure they gain to so many novel situations would make it difficult not to get to know all the facets of one's spouse over time.

What can couples do to strengthen their own marital wisdom and increase relationship satisfaction while thriving in the Foreign Service?

1. Discuss your expectations, what marriage means to you, regardless of your cultural background. Work together on your long-term relationship vision.
2. Don't hold your partner responsible for your happiness. Balance your ideals of adventure with reality.
3. Make a conscious commitment to each other to check in regularly to see if you are still having fun.
4. Allow each other to grow with each tour and avoid the belief that relationships are impervious to the outside world.
5. Engage in self-reflection.
6. Communication takes many forms; understand your partner's dialect.
7. Don't lose your moral compass.
8. Check yourself to see whether your criticism and contempt are displacing civility and respect.
9. Don't forget to laugh.

For more information about couples counseling and resources, contact the Regional Medical Officer/Psychiatrist (RMO/P) or email MED/MHS/Employee Consultation Services at MEDECS@state.gov. □



Appointments



Rena Bitter
U.S. Ambassador
to Laos

Joseph R. Donovan, Jr.
U.S. Ambassador
to Indonesia

Sung Y. Kim
U.S. Ambassador
to Philippines

W. Stuart Symington
U.S. Ambassador
to Nigeria

Andrew R. Young
U.S. Ambassador
to Burkina Faso

◀ Scroll and tap image to view more ▶



Rena Bitter

U.S. Ambassador to Laos

Rena Bitter (SFS) of Texas is the new U.S. Ambassador to the Laos People's Democratic Republic. Until recently, she was Consul General in Ho Chi Minh City. Previously, she served as director of the Operations Center, consular section chief in Amman and chief of the nonimmigrant visa unit in London, where she had also been a Transatlantic Diplomatic Fellow in London. Before that, she held positions as special assistant in the Office of the Secretary and on the Executive Secretariat Staff. Her overseas assignments include posts in Colombia and Mexico.

Appointments





Joseph R. Donovan, Jr.
U.S. Ambassador to Indonesia

Joseph R. Donovan, Jr. (SFS) of Virginia is the new U.S. Ambassador to the Republic of Indonesia. Until recently, he was managing director of the Washington office of the American Institute in Taiwan. Previously, he served as foreign policy advisor to the Chairman of the Joint Chiefs of Staff, associate professor at the National Defense University and PDAS in the Bureau of East Asian and Pacific Affairs. He was Consul General in Hong Kong, DCM in Tokyo, and served at posts in Taiwan, China, South Korea and Qatar. Before joining the Department, he was a Peace Corps volunteer in South Korea.

Appointments





Sung Y. Kim

U.S. Ambassador to the Philippines

Sung Y. Kim (SFS) of California is the new U.S. Ambassador to the Republic of the Philippines. Until recently, he was special representative for North Korea policy and DAS in the Bureau of East Asian and Pacific Affairs. Previously, he served as ambassador to the Republic of Korea, special envoy for the Six-Party Talks and director of the Office of Korean Affairs. His overseas assignments include posts in Korea, Hong Kong, Japan and Malaysia. Prior to joining the Department, he was a deputy district attorney in the Los Angeles County District Attorney's Office.

Appointments





W. Stuart Symington
U.S. Ambassador to Nigeria

W. Stuart Symington (SFS) of Missouri is the new U.S. Ambassador to the Federal Republic of Nigeria. Until recently, he was DAS for Central Africa and African Security. Previously, he served as U.S. special representative for the Central African Republic, political advisor at U.S. Northern Command/North American Aerospace Defense Command, ambassador to Rwanda and Djibouti, and the Department's representative at the Joint Forces Staff College in Norfolk, Va. He also served as deputy director of the Office of West African Affairs and DCM in Niamey. Other overseas assignments include posts in Iraq, Ecuador, Honduras, Spain and Mexico.

Appointments





Andrew R. Young

U.S. Ambassador to Burkina Faso

Andrew R. Young (SFS) of California is the new U.S. Ambassador to Burkina Faso. He recently served as DCM in Bamako, Mali. His prior overseas tours include Seoul, Paris, New Zealand, Burma, India, Hong Kong and the Central African Republic. He also worked as desk officer in the Bureaus of European and Eurasian Affairs and South and Central Asian Affairs, a foreign policy advisor to U.S. Senator Joseph Lieberman and as a senior watch officer in the Operations Center. Earlier in his career, he worked at the Department of Commerce and the Overseas Private Investment Corporation.

Appointments



LYING IN STATE: MEET M. MILT MOONDUCK, HIGH MAINTENANCE OFFICE DIRECTOR

HERE'S A BRIEFING
MEMO WITH YOUR
TALKING POINTS FOR
THE MEETING WITH
THE AMBASSADOR.

OKAY, I'LL
HAVE SOME
FOLLOW-UP
QUESTIONS.

SURE-WHAT
ARE THE
QUESTIONS?

WELL, I'LL NEED
YOU TO DRAFT
THE QUESTIONS-
AND BE SURE
THEY'RE FULLY
CLEARED.

AGGELER 2016

OKAY, AND THEN
WE SHOULD JUST
ANSWER THE
QUESTIONS
WE'VE ASKED?

BUT I'LL NEED
TO APPROVE THE
QUESTIONS FIRST,
SO I'LL NEED TO
SEE THE
DRAFT MEMO.

YOU MEAN A
SEPARATE MEMO
WITH QUESTIONS
ON THE BRIEFING
MEMO?

AND MAKE
SURE THAT
OTHER MEMO
HAS GOOD
TALKING
POINTS!

SO YOU NEED
TALKING POINTS
ON THE TALKING
POINTS?

THEY CAN
JUST GO IN
THE BRIEFING
MEMO ON THE
BRIEFING
MEMO.

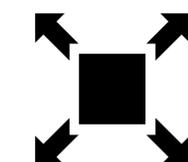
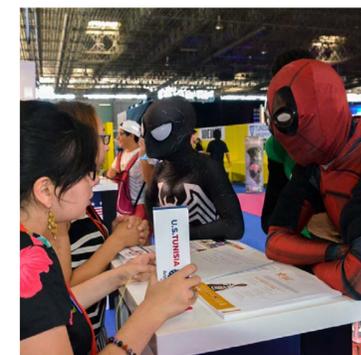


Poland Enjoys Football American Style

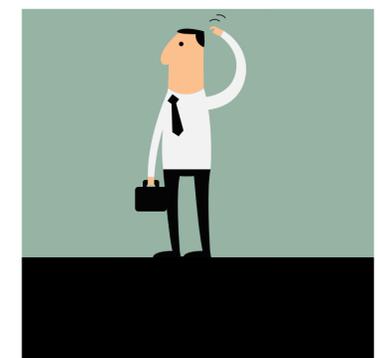


American football came to Stolarska Street in Krakow, Poland, in June as staff of the U.S. Consulate General participated in a local community festival. Their football scrimmage also featured cheerleaders, sausage vendors and spectators, and American jazz and stage performances. The consulate posted a short video from the event on its [Facebook page](#). ■

Photo by Bozena Pilat



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to Read Story

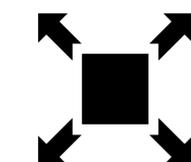


Post Connects with Youth at Comic Con



EducationUSA Advisor Mariem Laabidi of the U.S. Embassy in Tunis staffs the embassy's booth at a September comics convention in Tunisia, where volunteers from the public affairs section, the American Corner and EducationUSA promoted exchange programs and scholarship opportunities. The booth at North Africa's first Comic Con attracted hundreds of the more than 7,000 visitors to the event, which was sponsored in part by the embassy and commemorated the 40th anniversary of the filming of the first "Star Wars" movie in Tunisia. ■

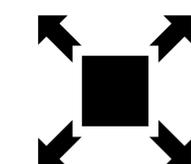
Photo by Greg McElwain



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Chicago Team Meets German Players



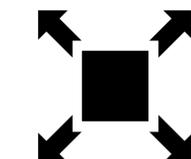
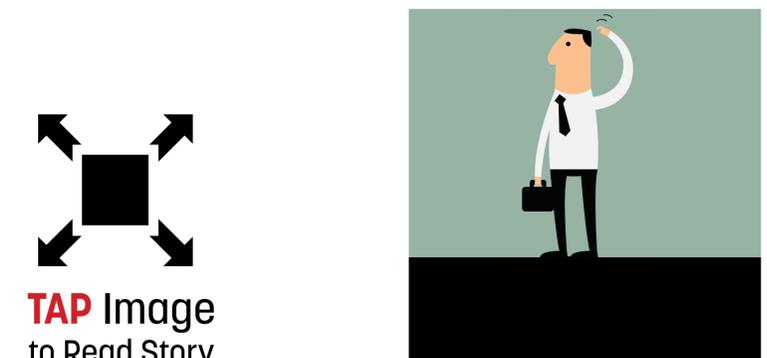
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More than 20 young soccer players from Chicago, shown here with the American and German flags, came to Chicago's sister city of Hamburg for two weeks in August to meet German players, play soccer and learn about German culture. Consul General Richard Yoneoka, of the U.S. Consulate General in Hamburg, welcomed the group and emphasized the importance of citizens' initiatives, such as the Sister Cities program. ■

Photo by Heiko Herold



Ambassador Meets U.S. Chess Team



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Ambassador Robert Cekuta, second from right, watches as members of the U.S. National Chess Team engage in blitz games with students at the local chess school in Baku, Azerbaijan. To honor the start of the 42nd World Chess Olympiad, the ambassador and three U.S. players visited the National Chess School of Azerbaijan and discussed chess education in both countries. ■

Photo by Fargani Aliyev

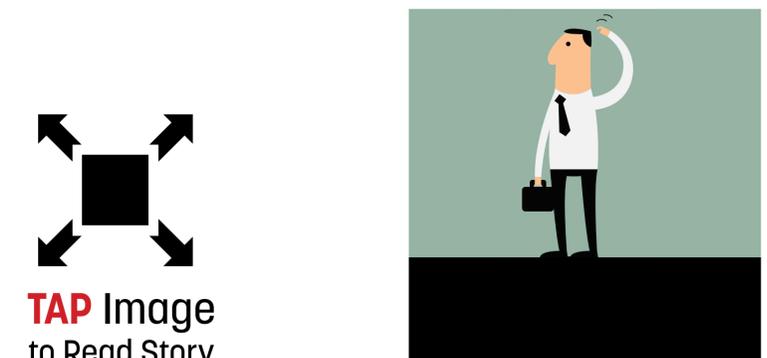


CFC Underway in D.C. Area



Michael Karlsberg is campaign manager of the Department of State's Combined Federal Campaign (CFC), through which federal employees have the opportunity to contribute to 18,000-plus charities. In this year's capital area campaign, which ends Dec. 31, the Department aims to raise \$1.7 million. To pledge via a payroll deduction, visit www.employeeexpress.gov, and to follow a bureau's fundraising progress, check out <http://cfcdashboard.state.gov/>. ■

Photo by Ed Warner



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Retirements

Civil Service

Ashley, Victoria A.
Balent-Morsy, Judith A.
Bouey, Paul D.
DeLisi, Leija C.
Dorn, Donald L.
Drawhorn, Lemuel E.

English, Richard D.
Fernandez, Carmen E.
Kogan, Luda
Laughlin, Theresa L.
Longenecker, Laura J.
Milner, Ernest R.

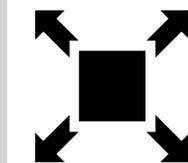
Previti, Barbara J.
Purinton, Lucian B.
Rosenheck, Thierry E.
Saidi, Nada

Foreign Service

Blake Jr., Robert Orris
Bosshart, Michael R.
Clymans, Regina J.
Harger, Raymond H.
Hicks, Gregory Nathan
Hoover, Linda R.
Kaestner, Peter G.
Knight, James Alcorn

Koczot, David J.
Lance, Carl W.
Laycock, John Christopher
Lynette, Pamela
McBride, Mika I.
McCulley, Terence Patrick
Mendez, Angelica
Messmer, Edward P.

Morgan, Lisa A.
Morton, Debra L.
Notis, Mary
Popp, Victoria A.
Ripley, Robert J.
Schimmel, Michael R.



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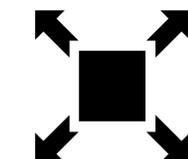
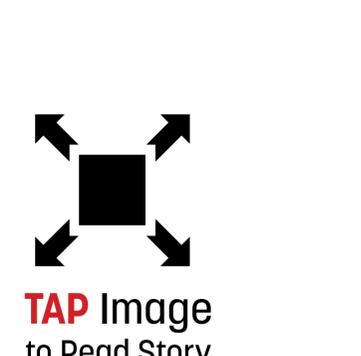
Ethics Answers

Q: I am a member of the Senior Foreign Service and am eyeing a position at an international NGO, a job I might be interested in after the end of this administration. What do I need to keep in mind when I leave the Department of State?

A: Senior employees—those whose base salary is \$160,111.50 or higher—are subject to specific ethical restrictions. For instance, they are prohibited from communicating with or appearing before employees of the Department for one year in order to seek official action on behalf of another party or employer. (This limitation extends to two years for political appointees who signed President Obama’s ethics pledge and are senior employees.) This “cooling off” period means you may not call or email anyone at the Department on behalf of the NGO for one year (or two if you are an ethics pledge signer) and should delegate these tasks to other employees within your organization. However, you may provide behind-the-scenes advice to the NGO, even if that advice involves how best to deal with the Department. Keep in mind that, in addition to this cooling off period, all employees are bound by other ethics restrictions that apply after they depart; they also must recuse themselves from any matters at post involving a potential new employer as soon as they contact that employer about a job. In your case, since you file an annual public financial disclosure report, you must also send a notice of negotiation and recusal to negotiationnotice@state.gov within three days of discussing employment with the NGO.

More information can be found at:
<http://l.s.state.sbu/sites/efd/Pages/PostEmploymentRestrictions.aspx>.

Ethics Answers presents hypothetical ethical scenarios Department employees might face. For help with real ethics questions, email EthicsAttorneyMailbox@state.gov.



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to Read Story



In Memoriam

Chapman

Gray

Hall

Herrera

Hirshorn

Hodge

Junge

Kilpatrick

Shumate

Timrud

Vaky

Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302. Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960. For specific questions on submitting an obituary, please contact Michael Hahn at hahnmg@state.gov or (202) 663-1688.



In Memoriam

Suzanne Beal Chapman



Suzanne Beal Chapman, 76, a retired Foreign Service specialist, died Aug. 7 after a three-year battle with cancer in Cary, N.C. She spent 20 years raising three children as the wife of U.S. Army officer Donald Chapman before embarking on her own 20-year career in the Department after his death. She served at posts in Tel Aviv, Frankfurt, Riyadh, Muscat, Bonn, Luxembourg and Sana'a, and then retired in 2004. She was passionate about her cats, having at least one at all times. Some of her fondest memories were walking the beaches in Muscat, finding shells; Christmas markets in Germany; and shopping for unique furniture, carpets and collectibles from around the world.



In Memoriam

Malcolm Holden Gray



Malcolm Holden Gray, 75, a retired FSO, died Aug. 29 of cancer in Aldie, Va. He served in the U.S. Army and Air Force Reserve before joining the Department in 1966. His overseas assignments included posts in Latin America, Europe and Africa. He retired in 1995. Throughout his life, he enjoyed cooking and entertaining family and friends. He was a prolific reader, traveler and lover of art, classical music, ballet, opera and anything that would tweak his incredible sense of humor.



In Memoriam

Nancy Jane Hall

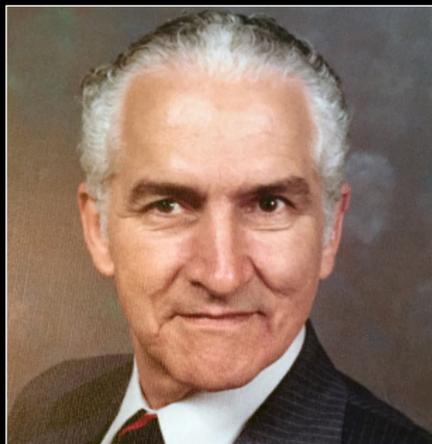


Nancy Jane Hall, 86, a retired Foreign Service secretary, died Aug. 21 in Pasadena, Calif. She worked for the Department from 1960 to 1988, serving at posts in The Hague, Rangoon, Baghdad, New Delhi, Accra, Mexico City, Islamabad and Bangkok, in addition to Washington, D.C. during her retirement, she enjoyed staying in touch with her many friends from Foreign Service days.



In Memoriam

Theodore E. Herrera



Theodore E. Herrera, 91, a retired Civil Service employee and diplomatic interpreter, died Aug. 7 in Arlington, Va. He served in the Army during World War II and joined the Department in 1957. After nearly 30 years with the Office of Language Services, he retired and worked as a federal court–certified interpreter. He also learned to play golf and avidly read about current events.



In Memoriam

Maxwell Bruce Hirshorn



Maxwell Bruce Hirshorn, 84, a retired FSO, died in his sleep July 7 in Arlington, Va. He joined the Department in 1962, and his overseas assignments included posts in Turkey, Belgium, the United Kingdom, Hong Kong and Malaysia. In 1985, he retired and resumed practicing law. He was a lecturer at the Foreign Service Institute and the Foreign Agricultural Service, and served as a director on the board of the American Foreign Service Association. He will be remembered for his decency, compassion, dry wit and his love of racquet sports and classical music.



In Memoriam

Virginia (Jinny) Davis Hodge



Virginia (Jinny) Davis Hodge, 90, the wife of former FSO Max Hodge, died Sept. 11 in Urbana, Ill. After Max joined the Department in 1950, they served in Frankfurt, Thessalonica, Dhaka, Bonn, Athens and Johannesburg. She graduated from Oberlin College in 1948 and studied for a Ph.D. in psychology. After returning from South Africa in 1972, she worked as an administrator, including as head of admissions at Children's Hospital in Washington, D.C. Wherever she lived, she was active in Quaker meetings. She will be remembered for her intellectual curiosity, generosity of spirit, kindness, sense of humor and grit.



In Memoriam

Gloria Jean Junge



Gloria Jean Junge, 69, a retired FSO, died July 31 in Washington D.C. She joined the Department in 1975, with postings as a human resources and administrative officer to Iran, Brazil, Swaziland, Central African Republic, Cameroon, Botswana and Uganda. After retirement in 2008 she continued to work part time for the Bureau of African Affairs. She was active in the Capitol Hill Restoration Society and other community activities and cared deeply for animals, including a long procession of pets, the cheetahs at the National Zoo and the squirrels in her neighbor's tree.



In Memoriam

Richard Nolan Kilpatrick



Richard Nolan Kilpatrick, 85, a retired FSO, died May 4 in Greenville, S.C. He served in the U.S. Air Force for four years before joining the Department in 1958. His overseas posts included Tokyo, Osaka, Medan and Canberra. He retired in 1984, returned to his home state of South Carolina and was active at the Rocky Creek Baptist Church in Greenville. He served there as deacon and Sunday school director. On behalf of the church, he traveled twice to Brazil and eight times to China, where he taught English at the Agricultural University in Inner Mongolia for one year.



In Memoriam

John Page Shumate



John Page Shumate, 81, a retired FSO, died Aug. 15 in Pittsboro, N.C. After working as an engineer for Douglas Aircraft and for General Telephone, he joined the Department in 1957. His overseas posts included Lima, Canberra and Quito. Among his many domestic assignments, he was executive director in the Bureau of Administration. After retiring in 1985, he served on the Secretary's Advisory Panel on Overseas Security. Later, he was CEO of the American Foreign Service Protective Association. In 1988, he founded the Senior Living Foundation of the American Foreign Service.



In Memoriam

H.W. “Tim” Timrud



H.W. “Tim” Timrud, 90, a retired FSO, died July 4 of congestive heart failure in Naples, Fla. He served in the Marine Corps during World War II and the Korean War. After joining the Department in 1966, he had postings to Pakistan, Vietnam, Ethiopia and Germany. He was severely wounded from a bomb placed on his jeep in Saigon and received the Department’s Medal of Valor. His final assignment was diplomat-in-residence to the Smithsonian before retiring in 1989. Settling in Naples, he was a cherished fixture at the Marine Corps League, the Collier County Honor Flight program, the Sons of Norway, the English Speaking Union and many other organizations.



In Memoriam

Luann Colburn Vaky



Luann Colburn Vaky, 86, wife of former career Ambassador Viron Vaky, died Feb. 25. After majoring in speech at the University of Chicago, she married in 1949 and accompanied her husband on his 32-year Foreign Service career, including to Costa Rica, Colombia and Venezuela, and when he served as assistant secretary for Inter-American Affairs. In Colombia, she arranged consular access, basic supplies and medical care for a group of 28 young American women who had been incarcerated on drug smuggling charges, after convincing local U.S. citizens and companies that this was a just cause. When her husband retired, she worked at the Washington National Cathedral for 25 years as a docent and coordinator of visitors' programs.



End State



A man reads his Quran in front of the Bobo-Dioulasso Grand Mosque in the Houet Province, Burkina Faso.

Photo by Isaac D. Pacheco