



CFAPA NEWSLETTER

SEPTEMBER, 1993

NEW OFFICERS

A new President and Vice President were elected during the September 9th meeting.

The new President is Al Kaulia, a native of the big island of Hawaii who works in ASM-260. He and his wife, Sabra, live in Hamilton, VA, with his son, Alapaki, and their 8 horses, 6 cats, and puppy. His daughter, Keala, attends school in Florida.

Al has worked for Civil Rights, Personnel, the Administrator's office, and Airways Facilities. He transferred here from the Western Pacific Region last year.

Al plans to increase the exposure of the organization by networking with other diversity groups. He feels that providing group members with training opportunities is an important tool which enhances diversity awareness.

Diane Bodenhamer was elected as our new Vice President. She works for Air Traf-

fic in ATM-420 and lived in Hawaii for the past twelve years. Diane and Budd live in Bristow, VA, with their children, John Henry and Mary, and their pig, goats, and chickens.

Diane began as an air traffic controller at the Honolulu ARTCC in 1982, transferring to headquarters last November. She is a member of Federally Employed Women (FEW) and Professional Women Controllers (PWC).

One of her goals is to increase awareness of the group's rich cultural diversity throughout the FAA.

AGENDA FOR OCTOBER MEETING

Our next meeting is scheduled for Tuesday, October 12th, in the 404/406 conference room. Bring lunch to eat during the meeting. Agenda items are: proposed name change, fund-raising to support an art donation to the cafeteria, and activities for the May celebration.

Please extend an invitation to friends, co-workers, and other interested individuals to GET INVOLVED with our organization! We'd like to see a lot of eager faces at the next meeting ... exciting things are in the works!

PWC DIVERSITY FORUM

On the 14th, Al and Diane represented CFAPA at a Diversity Forum in Leesburg which was sponsored by the Professional Women Controllers (PWC) Organization. Al gave an enthusiastic talk on diversity.

HISPANIC MONTH FESTIVITIES

The opening ceremony on the 24th for Hispanic Month was an inspiring event! Edward James Olmos gave an empowering testimony which was enthusiastically received by the overflow crowd in the auditorium. Please show your support of the Hispanic Coalition by attending their activities this month!

Coalition of FAA Asian Pacific Americans (CFAPA). Elections were held September 9 at Oh's in L'Enfant Plaza. Members elected Al Kaulia, ASM-260, as their new President. Al is a native of the big island of Hawaii, and was instrumental in organizing an employee group for Asian and Pacific Americans in the Western Pacific Region. The new Vice President is Diane Bodenhamer, ATM-425. Diane transferred to headquarters in November from Honolulu CERAP.

After the elections, Al and Diane shared their commitment to promote CFAPA goals, heighten awareness of the group's rich cultural diversity, actively support other diversity groups, and foster networking and personal development of CFAPA members.

On September 14, the new officers attended a Diversity Forum in Leesburg which was hosted by the Professional Women Controllers. Al spoke on diversity and the CFAPA.

Membership in CFAPA is open to all interested FAA headquarter's employees. The next meeting is scheduled for Tuesday, October 12. Please contact Al, x78317, or Diane, x73178, for details on the time and place of the meeting and for more information on our organization.

Intercom 9/17 for 10/15 Issue

**COALITION OF
FEDERAL AVIATION ADMINISTRATION
ASIAN PACIFIC AMERICANS**

September 23, 1993

Leon C. Watkins, ACR-1
Assistant Administrator
Office of Civil Rights

Dear Mr. Watkins,

I would like to take this opportunity to advise you that two new officers have been elected by the Coalition of FAA Asian Pacific Americans (CFAPA).

The new President is Al Kaulia, Program Analyst, ASM-260. Diane Bodenhamer, Military Airspace Specialist, ATM-425, is the new Vice President.

Both Al and I look forward to working with your staff to foster cultural diversity within the FAA and increase awareness of Asian American and Pacific American issues. Al Kaulia can be reached at 267-8317, and I can be reached at 267-3178.

Sincerely,

Diane K. Bodenhamer

CFAPA NEWSLETTER

OCTOBER, 1993

10/12 MEETING

The following items were discussed at the 10/12 meeting:

- GROUP NAME - "Coalition" often has a negative connotation. We would like our name to reflect our commitment to enhancing awareness of the positive aspects of valuing diversity in the workplace. One suggestion is "Friends of Asian and Pacific American Employees (FAPAE)." We will be voting on this soon.
- ART DONATION FOR THE CAFETERIA - We would like to donate art to the cafeteria which illustrates Asian and Pacific cultures. Suggestions include a Chinese block print and a Peggy Hopper print of Hawaiian women. We need ideas for fund-raisers to support this gift.
- ASIAN PACIFIC MONTH - May is fast approaching. Diane will be heading the committee and needs your support. We are considering Connie Chung, Amy Tan, and others as speakers for our events. We have reserved second floor vendor slots and are looking for

Asian and Pacific ethnic vendors.

- MEMBERSHIP ROSTER
We plan to split up the roster to verify names, routing symbols, and phone numbers. Please help us by completing and returning the enclosed form.

QUARTERLY SPECIAL EMPHASIS GROUP (SEG) MEETING

Diane represented CFAPA at the Air Traffic Quarterly SEG Meeting with Professional Women Controllers, National Black Coalition, National Hispanic Coalition, and Native American/Alaskan Native Coalition (NAAN). The groups discussed ways to interact and support each other and plan to establish an electronic bulletin board to share information.

NOVEMBER IS NATIVE AMERICAN MONTH

The opening ceremony for National Native American Month will be held on Thursday, 11/4. Please show your support of NAAN by attending their November activities!

AGENDA FOR NOVEMBER MEETING

Our next meeting is Tuesday, November 9th, 12:00 to 1:00 in the 404/406 conference room. Bring lunch to eat during the meeting.

We will have a featured speaker on Sexual Harassment.

The agenda is: name change, art fundraiser, May activities, and the roster.

Bring a friend, co-worker, or other interested individual with you and you get a little surprise!

No meeting is planned for December.

DIVERSITY WORKSHOP

Al, Diane, and Matt attended "Valuing Diversity in the Workplace" Oct.5-7. The workshop discussed ethnic, racial, gender, religious, and other diversity issues. It was a very positive experience. If you have a chance to attend this training, please do so!

Al Kaulia	X78317
Diane Bodenhamer	X73178

CFAPA QUESTIONNAIRE

NAME _____

ROUTING SYMBOL _____

TELEPHONE NUMBER _____

ETHNIC HERITAGE _____

Do you concur with changing our name to:

"FRIENDS OF ASIAN AND PACIFIC AMERICAN EMPLOYEES (FAPAE) "

_____ YES _____ NO

If not, what would be your suggestion?

Fundraising ideas for the Art Donation:

How can you help plan our May celebration? Do you have ideas for activities? Can you serve on a committee?

Can you assist us with updating our roster (calling 10 people)?

_____ YES _____ NO

Do you have costumes, dress, or other artifacts indicative of your ethnic heritage that you would be willing to loan during May?

_____ YES _____ NO

**COALITION OF FAA
ASIAN and PACIFIC AMERICANS**

October 22, 1993

Monica Burton, President
National Hispanic Coalition of
Federal Aviation Employees
AMC-9

Dear Monica,

Aloha! As the new Vice President of the Coalition of FAA Asian Pacific Americans (CFAPA), I would like to take this opportunity to express our organization's desire that all of the special emphasis groups (SEG) become more involved with each other.

I attended the Air Traffic Quarterly SEG meeting held here on October 13 and 14, where I met Roger Treviño of your organization. Hopefully, he has briefed you on our discussions. According to the commitment I made to the group, enclosed please find copies of our last two CFAPA monthly newsletters. Additionally, I am working with Al Mendez, ACR-3, on an electronic bulletin board that we can use to share training and other information.

Al Kaulia and I look forward to working with you and your organization throughout the coming year. I hope to meet you in person soon!

Sincerely,

Diane Bodenhamer

PRESIDENT -- AL KAULIA, ASM-260 (202)267-8317
VICE PRESIDENT -- DIANE BODENHAMER, ATM-420 (202) 267-3178

October 22, 1993

Mark Rios, President
Headquarters Chapter
National Hispanic Coalition of
Federal Aviation Employees
ATP-129

Dear Mark,

Aloha! As the new Vice President of the Coalition of FAA Asian Pacific Americans (CFAPA), I would like to take this opportunity to express our organization's desire that all of the special emphasis groups (SEG) become more involved with each other.

I attended the Air Traffic Quarterly SEG meeting held here on October 13 and 14, where I met Roger Trevino of your organization. According to the commitment I made to the group, enclosed please find copies of our last two CFAPA monthly newsletters. Additionally, I am working with Al Mendez, ACR-3, on an electronic bulletin board that we can use to share training and other information.

Al Kaulia and I look forward to working with you and your organization throughout the coming year. We both enjoyed the wonderful opening ceremonies for Hispanic Heritage Month!

Sincerely,

Diane Bodenhamer

PRESIDENT -- AL KAULIA, ASM-260 (202) 267-8317
VICE PRESIDENT -- DIANE BODENHAMER, ATM-420 (202) 267-3178

October 22, 1993

John Ogden, President
Native American/Alaskan Native Coalition
AHR-120

Dear John,

Aloha! I am the new Vice President of the Coalition of FAA Asian Pacific Americans (CFAPA), and would like to take this opportunity to express our organization's desire that all of the special emphasis groups (SEG) become more involved with each other.

I attended the Air Traffic Quarterly SEG meeting held here on October 13 and 14, where I met Rob Paul of your organization. Hopefully he has briefed you on our discussions. According to the commitment I made to the group, enclosed please find copies of our last two CFAPA monthly newsletters. Additionally, I am working with Al Mendez, ACR-3, on an electronic bulletin board that we can use to share training and other information.

Al Kaulia, ASM-260, and I look forward to working with you and your organization throughout the coming year. I hope to meet you in person soon!

Sincerely,

Diane Bodenhamer

CFAPA NEWSLETTER

NOVEMBER, 1993

11/9 MEETING

Items discussed at the 11/9 meeting:

○ SEXUAL HARASSMENT

SPEAKER - Rescheduled for 1/11/94.

○ NAME CHANGE -

After discussion, we decided not to adopt "Friends of Asian and Pacific American Employees (FAPAE)." We will vote on the following 2 choices:

*National Asian and Pacific American Council of Federal Aviation Employees (NAPA) is similar to the names of the other special emphasis groups, substitutes "Council" for "Coalition", & "and" is added between "Asian" and "Pacific".

*Federal Asian Pacific American Council, FAA National Chapter (FAPAC) would be a chapter under FAPAC; we will discuss this possibility with FAPAC.

○ ART FUNDRAISER - Topic was tabled.

○ MAY ACTIVITIES -

We have accepted FAPAC's invitation to host the government-wide closing ceremonies in May. We're asking Connie Chung & Amy Tan to be speakers. Please let Diane know if you have other sug-

gestions/contacts for speakers or ethnic vendors. Volunteers are sorely needed - call X73178 if you can help! FAPAC will be providing training opportunities during May; details will be publicized to members.

○ MEMBERSHIP ROSTER

Volunteers took 10 names each to verify names, routing symbols, phone numbers, and ethnic background. Only 7 responses were received to the questionnaire included in last month's newsletter.

○ NAAN ACTIVITIES -

Al passed out information from the Native American/Alaskan Native Coalition. John and Roz Reed attended the meeting and thanked the group for its support of NAAN's November activities. Don't forget the Craft Sale 11/29 from 10:00-2:00 outside the cafeteria.

○ SENSITIVITY TRAINING -

ATZ-1 requested input from special emphasis groups on sensitivity and cultural diversity training for air traffic employees. Input was given and a letter forwarded on the group's suggestions.

AGENDA FOR JANUARY MEETING

Our next meeting is Tuesday, 1/11, 12:00 to 1:00 in the 404/406 conference room. Bring lunch to eat during the meeting. **Please bring a friend - we need to get more people involved!**

Featured is a speaker on sexual harassment. The agenda is: name change, May activities, and fundraiser.

Reminder -- there is no meeting during December!



SEG HOLIDAY POTLUCK PARTY

In lieu of a meeting in December, we have invited the other special emphasis groups to join us for a pot luck holiday luncheon. This festive event will be on Tuesday, December 7th in room 812B.



Al Kaulia X78317
Diane Bodenhamer
X73178

**COALITION OF
FEDERAL AVIATION ADMINISTRATION
ASIAN and PACIFIC AMERICANS**

November 10, 1993

Ms. Nancy Kalinowski
Director, Office of Air Traffic
Program Management, ATZ-1

Dear Ms. Kalinowski,

As requested during the Quarterly Special Emphasis Group Meeting held on October 13 - 14, the Coalition of Federal Aviation Administration Asian and Pacific Americans (CFAPA) offers the following ideas for a Sensitivity Training Course for Air Traffic employees.

First, we heartily endorse the course offered by the Southern Region, "Valuing Diversity in the Workplace." This course, taught by Janice Pope, comes very close to hitting the nail on the head. It is essential that the course be three days in length. Those of us who have attended FAA training realize that the ice is not broken until the second day, and people participate readily by the third day. If sensitivity training is to be attempted, the FAA must approach it aggressively. A one day course will only succeed in lecturing the participants about the "party line." If we are truly dedicated to making a positive change in how our employees view diversity, a commitment of three days is needed.

It is important that the class not be confrontational in nature; coalition members who attended the Eberhart class had strong views on this subject. We believe that a facilitated forum would be a better class format. It is important that the instructor/facilitator, remind the class periodically that the success of the class depends on the participation of all individuals. Additionally, it must be stressed that honest dialogue is essential, and that questions asked and comments made by individuals are "real". An atmosphere of caring must accompany these discussions. Ms. Pope is very effective in this area, and her assistance in the development of the course would be valuable.

PRESIDENT -- AL KAULIA, ASM-260 (202)267-8317
VICE PRESIDENT -- DIANE BODENHAMER, ATM-420 (202) 267-3178

The make-up of the class, i.e., gender and ethnic representation, is another issue to be addressed when designing the course. A cross-section of individuals of both genders and from various ethnic groups gives all class attendees a broader opportunity to experience diversity issues. However, if the attendance is too "contrived," it may force individuals into the position of being the "spokesperson" for their gender or ethnic group; non-group members may come away from the experience believing they understand the "other" point of view when it is an "individual" point of view. This problem can also be addressed, as in the previous paragraph, by the instructor/facilitator reminding the class, in a positive fashion, that experiences shared during the course are those of an "individual" and not necessarily those of that individual's "group."

A separate issue is whether to include supervisory personnel and their employees in the same class. With their supervisor present, some employees may be intimidated. Conversely, a class comprised of both groups gives supervisory personnel valuable insight into how employees feel about the work environment.

The course should include units dealing with:

- Demographic trends affecting the workplace. This unit would deal with "Workforce 2000", or other, projections on the current and future demographics of the U.S. population and the effects on the workplace.
- Common stereotypes. This should include categories which are not gender or ethnic related, such as religion, weight, handicap, etc. The unit should be held early in the course to highlight that diversity issues are not only about gender and ethnicity.
- Effect of stress on the learning and work environment. Ms. Pope showed a video entitled "A Class Divided," which showed an experiment conducted by an elementary school teacher with her class. The teacher divided the class into blue-eyed and brown-eyed children, then treated the two groups differently. The stress invoked by this situation affected the children's ability to learn. An equivalent experiment took place with adult factory workers, with similar results.

- Gender awareness. Discuss how men and women are perceived differently in the workplace, including how work is assigned due to gender. Also, discuss the term "glass ceiling".
- Racial awareness. This unit should deal with how affirmative action hiring has affected the workplace, and should include discussion on expecting minority groups to conform to majority ideals. Participants should discuss both observed and internalized racist behavior. Ms. Pope showed a video, "Bill Cosby on Prejudice", which dealt with some sobering examples of stereotyping and prejudice.
- Sexual harassment. The goal of this unit should be to help participants recognize behavior which may be considered sexual harassment, and understand how sexual harassment can affect the victim. Males and females would meet separately to discuss personal experience, then meet together to share.

The course outlined above is ambitious and requires a substantial commitment of both time and money resources. We sincerely hope that a sensitivity course can be developed which offers a positive experience for the participants and emphasizes the agency's commitment to valuing diversity in the workplace.

Sincerely,

Diane Bodenhamer
Vice President, CFAPA

cc:
Native American/Alaskan Native Coalition
National Black Coalition of Federal Aviation Employees
National Hispanic Coalition of Federal Aviation Employees
Professional Women Controllers