



SPECIAL EDITION • HECFAA'S ANNUAL REVIEW

Dear HECFAA:

Thank you for your continued support of HECFAA's mission to enhance awareness of the contributions of Hispanic employees, assist in the recruitment, retention, and promotion of Hispanics; and develop the leadership abilities of Hispanics serving in U.S. foreign affairs agencies. We achieved a milestone with Arnold Chacon's confirmation as the first Hispanic Director General

Our major accomplishment of 2014 was completing and delivering to the Secretary of State the first Action Plan on recruiting, retaining, and promoting Hispanics within the Department of State. The Strategic Planning group is now focusing on implementation of the plan's objectives and making updates for 2015. You can read the plan on our SharePoint site [here](#). We welcome your input and ideas.

Membership

- In June, 2014 HECFAA obtained 501(c)3 status which allows HECFAA to receive tax deductible contributions, apply for grants and awards, and purchase services and materials tax-free. Those who contributed funds will receive receipts by the end of January.
- This past year HECFAA's roster increased dramatically to almost 400 individuals and we collected over \$1,700 in dues. We hope to increase HECFAA's membership roster for 2015 and remain open to ideas or relationships that will support HECFAA financially.
- HECFAA hosted board meetings, brown bags, and recruitment drives outside of HST led by our HECFAA Vice Presidents who held monthly meetings in SA-17 (CA building) and FSI. HECFAA has continuously been represented at A-100 visits to HST in order to recruit new members and inform incoming diplomats the role.
- We would like to express appreciation to the HECFAA members who participated in recruiting events this year. Events in which HECFAA members organized or participated in include the 11th National Latina Symposium, the Congressional Hispanic Leadership Institute's Future Leaders Conference, the Hispanic Scholarship Fund Institute's Youth Leadership Institute and the Cesar Chavez Public Charter School "Professionalism Day." HECFAA

leadership also participated in recruiting events alongside the Department's Diplomats in Residence.

- HECFAA kicked off its Speaker Series with Under Secretary for Management, Patrick Kennedy who discussed the role of leadership in Department careers.
- In 2015 HECFAA is piloting a mentorship program aimed at enhancing participants' ability to reach their full potential and assume leadership positions in U.S. foreign affairs agencies. The program launches in February with an orientation session and networking reception for participants.
- With the support of AFSA, HECFAA hosted the first HECFAA-AFSA Intern, Gabriela Cardozo, a graduate student from the University of California – Los Angeles (UCLA). Gabi was recently offered, and accepted, a contract position in the Bureau of Western Hemisphere Affairs. A special thank you to Frances Colon for all her support. Moving forward Rodrigo Garza is finalizing the selection of the HECFAA-AFSA intern for summer 2015. The selected intern will receive a stipend and funds to defray internship costs, as appropriate. We also are asking HECFAA members consider housing the intern during their tenure in Washington D.C. Please contact Rodrigo Garza and Francisco Trigo if you are able to support lodging for the intern.
- With the support of S/OCR, Dr. Mark Hugo Lopez, Director of Hispanic Research at the Pew Research Center joined HECFAA for an event in recognition of Hispanic Heritage Month. HECFAA also cohosted with WHA a screening of the film "Who is Dayani Crystal."

Networking

- HECFAA hosted a summer BBQ Potluck for its members on Sunday, August 10 at Ben Brenman Park in Alexandria, VA as a way to network and develop camaraderie. Thirty five family members, friends, and colleagues, including HECFAA USAID joined in the festivities.
- The Colombian Ambassador invited HECFAA members to his residence in June to watch Team USA in a World Cup match.
- HECFAA Social Committee organized tickets at a discounted rate for a Marc Anthony Concert in October; and for a performance at the GALA Theater in December.
- HECFAA hosted a breakfast during the 2014 Chiefs of Mission conference honoring the current Hispanic Chiefs of Mission.

Outreach

- We refined the HECFAA SharePoint site and made the site known to HECFAA members. Additionally, we increased quality and consistency of HECFAA branded materials and events, and enlisted E-interns to create a HECFAA website and to increase HECFAA's social media presence.
- During 2014, HECFAA implemented an outreach campaign. This included the creation of a new external website (www.hecfaa.org), and new Twitter and Facebook accounts. This came to fruition with the assistance of three virtual interns located in Kentucky and California. They were recruited through the Virtual Student Foreign Service (VSFS) Program.
- HECFAA members were featured in the PBS To the Contrary program "[The Foreign Service: In Search of Diversity.](#)"
- HECFAA and the PMF Advisory Council assisted QDDR Coordinator Tom Perrielo as facilitators for a conversation with individuals recently separated from the Department, providing insight into State Department retention challenges.

Moving to 2015

- HECFAA got a jump start on 2015 by hosting our first Speaker Series event with Under Secretary for Management, Patrick Kennedy presenting on the Department's Leadership and Management Principles. The presentation proved successful with approximately 50 attendees (there was standing room only), including Ambassadors, Deputy Assistant Secretaries (DAS) and Principal DASes; in addition, six overseas posts from throughout the Western Hemisphere also participated via digital video teleconference. U/S Kennedy spoke on leadership tenets, including the importance of speaking truth to power, prioritizing, and the ability to inspire among others. In his concluding remarks, the Under Secretary spoke about the need to recruit more Hispanics at the State Department.
- Elections will take place in February. We hope you considering taking an active role in the organization.

Finally, HECFAA will continue to engage in outreach activities within the Hispanic community and fortifying relationships with like-minded community organizations including the Hispanic Association of Colleges and Universities (HACU), Hispanic Scholarship Fund Institute, the National Association of Federal

Executives (NAHFE), the League of United Latin American Citizens (LULAC), Congressional Hispanic Caucus Institute (CHCI), and the Congressional Hispanic Leadership institute (CHLI). We are grateful for the work of the Office of Civil Rights and their financial support for training opportunities. We will continue to work with OCR and HR on data and reporting in support of the action plan.

¡Adelante!

Your **HECFAA** Board

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