STATE MAGAZINE

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February 2018

Hidden No More

Inspiring women to pursue STEM careers

Foreign Service Pioneer

How Pattie Field blazed trails for women in the diplomatic corps

OMAN

Embassy Muscat builds upon friendship with Gulf region partner

STATE MAGAZINE

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From left: OFM Miami staff Daniel A. Lopez, Omar A. Roig, Maria V. Suhr, Eduardo Hernandez, Frances J. Crespo, Mike Morales and Ramon Molina participate in a shoreline restoration project. *Photo by Daniel A. Lopez*

On the cover
Salem Abdullah Al Daraie, a locally employed staff member at Embassy Muscat, surveys the rolling dunes of the Sharqiya Sands desert.
Photo by Isaac D. Pacheco

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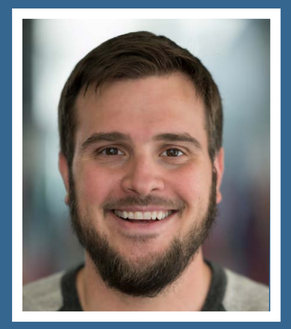

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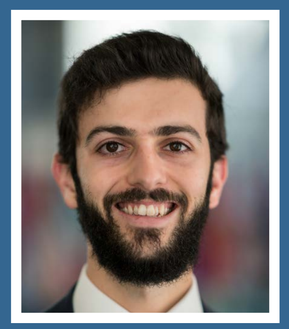

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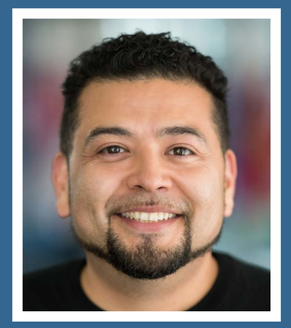

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Post of the Month maps are produced by the **Office of the Geographer and Global Issues**

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From left: Pamela Pryor (J), Dr. Nathan Galbreath (DOD/ SAPRO), Ambassador Steven Steiner (USIP), Deputy Secretary of State John J. Sullivan (D), Cindy Dyer (Vital Voices), Gary Barker (Promundo), and Tina Ramirez (Hardwired) speak on the importance of engaging men and boys to end violence against women and children at Main State.
Photo by James Pan

Deputy Secretary Launches 'Voices against Violence'

Since 1991, organizations around the world have joined together to observe 16 Days of Activism Against Gender-Based Violence (GBV). The 16-day campaign begins on Nov. 25 with the International Day for the Elimination of Violence Against Women, and ends on Dec. 10 with International Human Rights Day. While the Department of State works to end gender-based violence throughout the year, it calls particular attention to the problem during these 16 days.

On Dec. 4, the Secretary's Office of Global Women's Issues, together with the Bureau of Democracy, Human Rights and Labor, hosted an event on "Engaging Men and Boys in Preventing Violence Against Women and Children." Pamela Pryor, senior advisor in the Office of the Under Secretary for Civilian Security, Democracy and Human Rights, moderated a panel of specialists from Promundo, Vital Voices, Hardwired, the Department of Defense and the U.S. Institute of Peace. Panelists highlighted strategies that contribute to ending gender-based violence. These include: working with fathers and young men to break cycles of violence; advocating for the prevention of violence and responding quickly to it; providing the training to recognize and report gender-based violence; understanding how to engage religious leaders on violence prevention; and encouraging men and women to support one another as equals in the pursuit of peace and security.

The event concluded with Deputy Secretary of State John J. Sullivan launching "Voices Against Violence: The GBV Global Initiative." This public-private-partnership, led by the Vital Voices Global Partnership, Avon Foundation for Women and the Department of State, will offer urgent assistance to victims and survivors of extreme forms of gender-based violence and harmful traditional practices, along with access to services, protection and justice. Individuals can request emergency assistance directly or through intermediaries by contacting gbvresponse@gmail.com with a summary of the situation and contact information.

By Tambria Schroeder

Schroeder is a program specialist in the Bureau of Democracy, Human Rights and Labor.

Return

A New Benchmark in U.S.-India Counterterrorism Cooperation

Heads of delegation for their respective governments, CTFD Director Jason Blazakis and Indian Joint Secretary for Americas Munu Mahawar have a conversation during a coffee break at the inaugural U.S.-India Counterterrorism Designations Dialogue, held in New Delhi in December 2017. *State Department photo*

By Stacey Stachera

Stachera is a foreign affairs officer in the Office of Counterterrorism Finance and Designations, Bureau of Counterterrorism.

When President Donald Trump and Indian Prime Minister Narendra Modi met in the summer of 2017, counterterrorism cooperation was a top priority. One deliverable from that meeting has already occurred: Munu Mahawar, India's joint secretary for Americas, hosted the first-ever U.S.-India Terrorist Designations Dialogue in New Delhi Dec. 18–19. Jason Blazakis, the director of the Bureau of Counterterrorism's Office of Counterterrorism Finance and Designations (CTFD), led the U.S. delegation, which included representatives from the Departments of State and Treasury.

In an effort to choke the resources that terrorists need to carry out attacks, CTFD routinely engages bilaterally with foreign partners and offers workshops to assist in developing and strengthening countries' own designation regimes and fulfilling U.N. obligations. CTFD leads the Department with domestic designations of Foreign Terrorist Organizations and Specially Designated Global Terrorists by developing the legal justification and ultimate recommendation for the secretary of state. Consequences of these U.S. designations include freezing assets and prohibiting U.S. persons from transacting with designated entities. Designations provide the Department of Justice with the legal basis to prosecute individuals for providing material support to designated Foreign Terrorist Organizations. CTFD also develops counterterrorism finance policies and leverages the international community by nominating Department of State designations at the U.N. Security Council ISIL (Da'esh) and al-Qa'ida Sanctions Committee.

While serving as a powerful sanctions tool, designations can also serve foreign policy interests. While India and the United States have long demonstrated a shared commitment to counterterrorism, the designations dialogue further deepened the U.S.-India relationship by establishing a mechanism to discuss mutual and evolving threats from terrorist groups like Lashkar-e Tayyiba, al-Qa'ida and ISIS. We expect the success of this workshop to continue. The United States and India agreed to make the dialogue an annual event, with the next one in Washington in 2018. ▫

Return

Expert Speaker Candice Morgan, head of inclusion and diversity at Pinterest, presents "The Business Case for Diversity" to a group of business students and practitioners at the European School of Management and Technology in Berlin.

Photo by John Self

Mission Germany and the Case for Diversity

Candice Morgan, head of inclusion and diversity at Pinterest, traveled to Germany Nov. 12–18 as part of the U.S. Embassy speaker program to promote workplace diversity, a key driver of creativity, innovation and success. Her presentations included "The Business Case for Diversity" and "Why Women in Tech Matter," which she delivered to audiences in Hamburg, Berlin and Munich.

The speaker program is a whole-of-mission undertaking in Germany, where Embassy Berlin coordinates speaker tours with five consulates. In a typical year, Mission Germany hosts more than 60 expert speakers, covering the full range of U.S. foreign policy.

In Hamburg, Morgan met with the Hamburg Geekettes, a global organization offering a platform for aspiring and current women innovators in technology to learn and connect. In Munich, Morgan advised the Technical University Munich School of Management on how to attract more women into STEM careers. In Berlin, she sat with business leaders from traditional and tech companies in Germany at the headquarters of one of the most successful German startups, Clue, to discuss how diversity increases profitability across industries.

Also in Berlin, Morgan led the first U.S. Embassy speaker program event at a local NGO, "Vielfalt Entscheidet" (Choose Diversity), which works to foster diverse representation in the German public sector.

After leaving an impact on audiences in Berlin, Morgan traveled to Munich, where Consul General Jennifer Gavito hosted an event with local business contacts. Gavito also received positive feedback from the attendees.

"Candice Morgan's presentations reminded us that diversity is good for business. Diverse teams are better at problem solving and bring different perspectives to problem sets and thus forge more innovative and creative solutions," she said. ▫

By Tanya Brothen

Brothen is an assistant cultural affairs officer at Embassy Berlin.

Return

Chargé d'Affaires Kevin Covert defends against a Tajik Women's National Team player during a Nov. 27 friendly match at Embassy Dushanbe.
State Department photo

Soccer Diplomacy Meets Women's Empowerment

On Nov. 27, Embassy Dushanbe challenged Tajikistan's national women's soccer team to a friendly soccer match. The game marked the culmination of several months of embassy efforts to empower women through sports. The public affairs section worked closely with general services office staff member Nicci Fontes, herself a college soccer player and youth coach. The event kicked off the embassy's 16 Days of Activism Against Gender-Based Violence campaign.

In early 2017, Fontes was unknowingly on the same flight as Tajikistan's women's national team. Fontes had already met some of the team members before their 2016 Sports United program in the United States, and was excited to discuss the team's future development. The public affairs section then organized workshops with Fontes for female athletes and their coaches throughout Tajikistan.

Because role models serve a crucial function in helping to combat gender-based violence, the embassy invited press, embassy staff, the American Space's journalism club and 20 high school students from the Taekwondo Federation to watch the women's national team play against the male embassy soccer team. All spectators wore orange scarves to symbolize the importance of the 16 Days campaign.

A number of Tajik media outlets, including an all-sports channel owned by the president's son, carried highlights from the game and an interview with the chargé on combating gender-based violence. Fontes gave a live radio interview on her experience with the women's national team.

The embassy's strong ties with the sports community have paved the way for meaningful dialogue on the difficult topic of women's empowerment. The soccer match—a nail-biter decided by a successful Fontes penalty kick for the women's national team—will spur future programs designed to raise women's empowerment awareness. ◻

By Todd Hughes

Hughes is a cultural affairs officer at Embassy Dushanbe.

Return

Diversity Notes

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Zero Tolerance for Harassment

It is hard to ignore the recent media stories and headlines about workplace harassment. High-profile disclosures of impropriety and misconduct have given rise to social media movements like #metoo and #timesup. They have sparked important conversations in workplaces around the country about reporting requirements, investigations and accountability. Over the next several months, we will focus Diversity Notes on the Department's harassment policies, our investigation process and the impact of harassment.

It is important to first define harassment in the context of the workplace. Workplace harassment is unwelcome verbal or physical conduct based on a protected EEO category such as sex (or sexual in nature), race, color, national origin, religion, sexual orientation, disability, age and reprisal, that unreasonably interferes with a person's work performance or creates a hostile or offensive work environment. Not all inappropriate behavior is considered "harassment." The unwelcome behavior must be severe, pervasive or result in a change of employment status to rise to the level of harassment. Furthermore, anti-discrimination statutes are not a general civility code. Being rude, ungraceful or inept is not in and of itself "harassment," as defined by the law. Inappropriate behavior that is not based on a protected EEO category may be considered "bullying" or another type of misconduct.

The Department of State's harassment policies (3 FAM 1525/1526) prohibit any form of harassment in the workplace. These policies require that reports of harassment be submitted to the Office of Civil Rights (S/OCR). They specifically require supervisors and other responsible Department officials to report any allegation of harassment to S/OCR as soon as they observe or become aware of the allegation. Once a report is submitted, attorneys in S/OCR review and decide whether an administrative inquiry is necessary. Some reports do not warrant a full inquiry because the behavior is neither severe nor pervasive and wouldn't necessarily trigger the Department's harassment policies. Finally, there are reports that fall outside of S/OCR's scope, such as allegations of sexual assault, which are investigated by Diplomatic Security's Office of Special Investigations (DS/DO/OSI). In the majority of the cases where S/OCR does not take action, an attorney will provide next steps to the reporting official on how to address the concerns raised.

I am often asked how "bad" the harassment situation is in the Department. The answer is simple: we only know what is reported. The more people that come forward with concerns, the sooner the Department can take action and hold people accountable for their behavior. It is not always easy for people to report workplace harassment, and we understand the various reasons that make employees hesitant to do so. However, it is important to remember that individuals reporting harassment or participating in a harassment inquiry are protected from any form of reprisal or retaliation. Should someone engage in reprisal toward a participant in the harassment inquiry process, those acts of retaliation would be investigated and sent to HR for discipline.

We expect that all employees are treated with the utmost respect, and are able to come to work feeling comfortable to fully contribute their skills. It is incumbent on all of us to build and maintain a culture where everyone lives by and adheres to our zero tolerance policy. Let's all do our part no matter what side we find ourselves on.

For more information or to report harassment, go to S/OCR's site: http://socr.state.gov/.

American Spaces

Projecting 'soft power in difficult places'

By Sonya Weakley

Imagine growing up in a corner of the world without access to accurate information about the United States. Bits and pieces of information from family members, teachers and friends stoke your curiosity. Through local media, you learn about a nearby "American Corner." Suddenly, you have access to information and opportunities to engage with discussion groups, American English classes, youth networks, advanced technology, Makerspace materials, and web chats and webinars on topics ranging from entrepreneurship to civil society. Approximately 660 American Spaces—an umbrella term for a vast array of physical "people-to-people platforms" in locations around the world—carry out U.S. policy objectives on a local level, beyond the reach or capacity of most U.S. Embassies and Consulates. Like the communities they serve, American Spaces do not come in "one size fits all." They encompass American Corners (roughly 68 percent), American Centers (16 percent) and Binational Centers (17 percent), but the sizes and missions vary considerably even within these groupings. All are managed by their nearest U.S. Embassies or Consulates. They foster people-to-people connections between the United States and foreign audiences in a warm and welcoming environment.

A program on protecting human rights held in October at the American Center Dhaka, in conjunction with Voice of America, resonated with the community.
State Department photo

Perhaps nowhere in the world is there a better display of "soft power in difficult places" than in Moscow, where, despite the historically difficult political relationship, the American Center attracts record numbers, according to John Fer, the regional public engagement specialist covering Russia. "For sometimes over an hour, and in all types of weather, guests line up to first be screened by Russian security services and then to be processed into the embassy compound by our local guard force." Inside, guests interact with 3-D printers in the Makerspace or engage in arguments during debate club. Volunteers—Russian, American and a significant number from other countries (mostly university students)—stroll from room to room, sharing ideas and stories.

The American Center in Russia is one of more than 100 American Centers worldwide. As the only group of American Spaces that is U.S.-government operated, American Centers are the smallest and costliest to operate, but in certain political environments, U.S.-government-operated centers are the only viable option for reaching a strategically important target audience. | *Cont.* |

During a Maker Faire at the American Center in Rangoon, a participant tries out a 3-D viewer.
State Department photo

"We're proud to have made it a place that encourages and rewards creativity, a center where you can enter with an idea and exit with a product, and a laboratory where everyone can participate in the free marketplace of expression and ideas," said Fer.

American Centers have their niche, but almost 85 percent are "partnership models," made up of American Corners and Binational Centers. Host institutions, such as universities, non-government organizations and municipal governments, operate the American Corners through agreements with local U.S. Embassies. Binational Centers are independent international organizations founded indigenously to foster strong relationships with the United States. Many of these groups operate under contract with U.S. Embassies, mostly in Latin America, to offer American Spaces. These partnerships are highly cost-effective—most host institutions and Binational Centers contribute money as well as space and staff—but they also require the most assistance in terms of guidance, direction, tailored programming, training, communications, funding and access to a range of resources.

In Washington, D.C., the Office of American Spaces in the Bureau of International Information Programs (IIP) oversees American Spaces, providing structure, cohesion and consistency across all types, including direction, branding, funding and training.

The office has 18 Civil and Foreign Service staff members in Washington and a four-person staff in Vienna, and is home to a corps of 32 Foreign Service specialists, the regional public engagement specialists who are located around the world and in Washington and have programming, management and training skills. These specialists link American Spaces, embassies, consulates and the Department's geographic bureaus with technical, content, programming and other resources within and beyond IIP and offer guidance to American Spaces.

The office is led by a combination of Foreign Service Officers and regional public engagement specialists. According to Paula Kitendaugh, the office's acting director, they work to ensure that foreign policy priorities are at the forefront of managing the American Spaces program.

A regional public engagement specialist, Kitendaugh believes the office's key role is "helping our colleagues around the world reach foreign audiences by connecting them to resources—whether those resources are our American Spaces or the services and content provided by IIP and others. At post, there is never enough time to develop new and engaging programs to reach all target audiences. By providing ready-to-use programming tools and training the staff how to use them, we offer a welcome and useful service." | *Cont.* |

During a STEM program at American Corner Kandy, participants learn about electricity by building circuits.
State Department photo

Chris Dunnett has led the Office of American Spaces since the summer of 2015 but is currently acting as a deputy coordinator in IIP's front office. One area of his focus in this position has been enhancing collaboration within public diplomacy to realize the greatest returns by better linking various programs and capabilities.

"When we are able to think beyond our traditional focus on what each office does to how we can maximize the impact of our work, we start to see synergies we didn't know existed," he said.

Dunnett said he has gained insight into the power of public diplomacy to bring about systemic change in line with U.S. interests and foreign policy objectives through the American Spaces. "They are in an exceptionally strong position to achieve real impact in key policy areas," he said.

"American Spaces are not just PD tools," he added. "They are whole-of-mission resources for supporting the full range of U.S. policy and national interests."

Foreign Service Generalist Michelle Mason serves in the unique position of management officer for a public diplomacy program. She works with the Bureaus of Overseas Buildings Operations and Diplomatic Security on the construction and security aspects of American Spaces. She said her portfolio has grown from about 35 American Spaces worldwide to almost 100 and involves answering management-related questions—from procurement and grants to disposal regulations.

A local artist created the entrance to the Lincoln Corner in Karachi, Pakistan. Among U.S. and universal symbols are the Flatiron building, the Library of Congress dome, Wall Street, amusement parks and more.

State Department photo

To inspire creativity, the American Corner in Batumi, Georgia, brings in local artists to lead programs in design thinking.

State Department photo

She sees the office as "a great place to get your creative juices flowing, to see the impact of your work, to collaborate across bureaus at all levels of the department and to effect change. "We can work from anywhere on multiple platforms," she said.

FSO Alice Easter recently joined the office as the programming officer and finds the work to be incredibly meaningful and impactful, | *Cont.* |

particularly after seeing how effective American Spaces programs were in Shenyang, China, her previous post.

"Our American Space [in China] was a great platform to engage with people and ideas, and it was also a safe space to explore sensitive policy topics," she said. "I could see how our programs and discussions were moving the needle in important areas such as civil society development, environmental conservation, diversity and tolerance, as well as in people's overall understanding of American society and values."

Kitendaugh, who was based in Africa prior to coming to Washington, said the office assists posts in reaching out to foreign audiences through both modern and traditional means.

"Every post needs a place to meet and engage with foreign audiences, which can be difficult and expensive due to security, restrictive local governments and any number of other local conditions." she said. "The continued development of American Spaces allows posts to have sustained engagement with local audiences through platforms that are open and inviting throughout the year."

Sonya Weakley is communications director in the Office of American Spaces, Bureau of International Information Programs.

Centro Cultural Colombo Americano, a Binational Center in Cali, Colombia, provides technology that engages and delights visitors.

State Department photo

Building Online Bridges

By Holly Murten

For a tiny sum—a $1,000 grant to the American instructor at a university outside of New Delhi—the public affairs sections in Islamabad and New Delhi have used their American Spaces to plant seeds for regional stability. Embassy Islamabad's American Center and the American Center in New Delhi recently held a virtual creative writing mini workshop for eight high school students from Islamabad and New Delhi. The students were paired for three weeks, interacting with each other via Skype and other social media, such as WhatsApp and Instagram. For most, it was their first time connecting with someone from the neighboring country. Many of the students said they enjoyed sharing aspirations and stories with their counterparts.

A Pakistani girl said she was not sure why there is tension between the two countries, but believes her generation will be responsible for confronting and overcoming it.

A Pakistani boy sent a photo via Instagram of his Biryani meal to his new Indian friend. He said it was both surprising and comforting to him that his Indian counterpart knew exactly what he was eating.

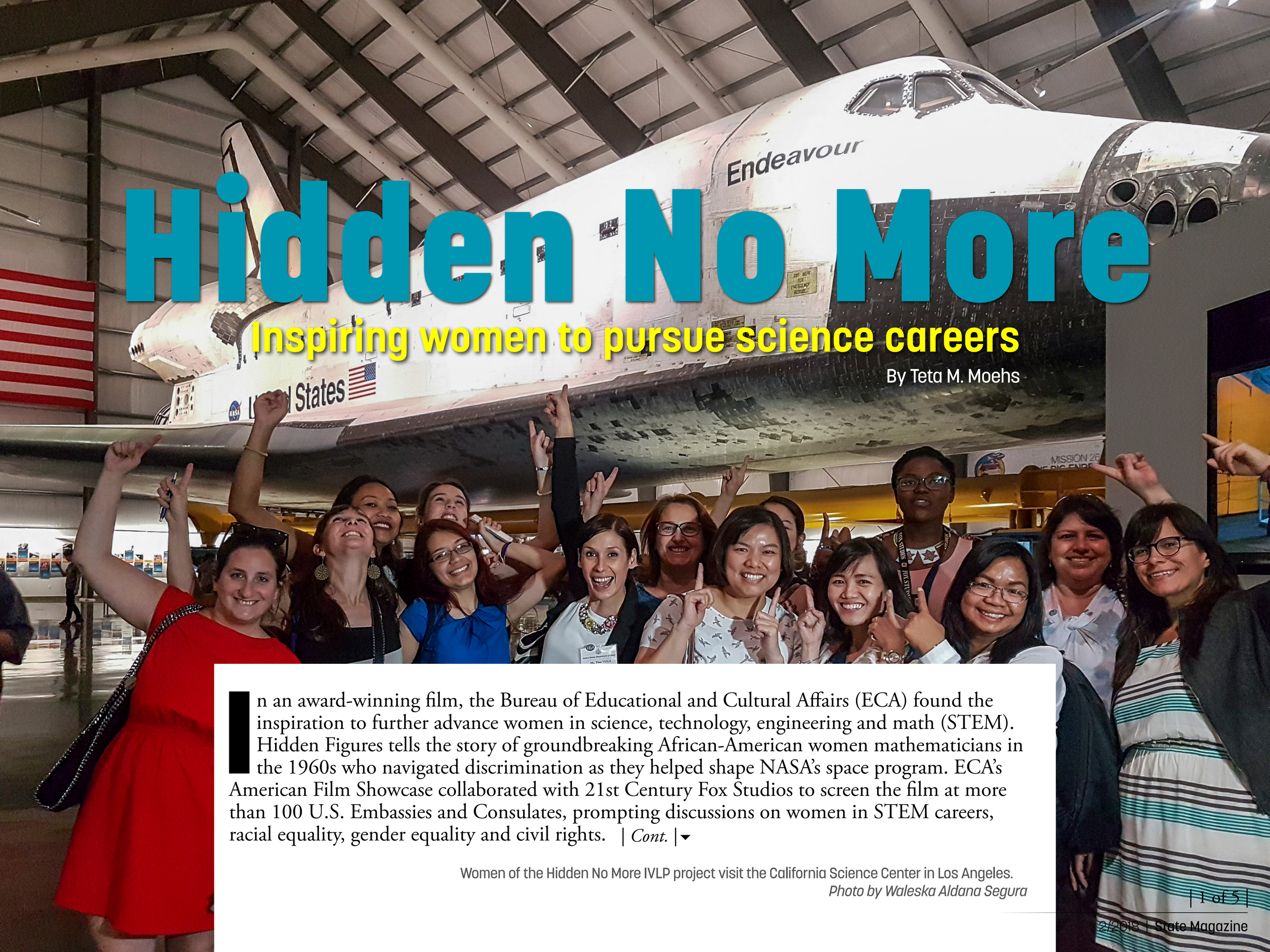
The Pakistani students planned to stay connected with their new Indian friends, and many chat frequently over WhatsApp.

Holly Murten is a regional public engagement specialist.

Hidden No More

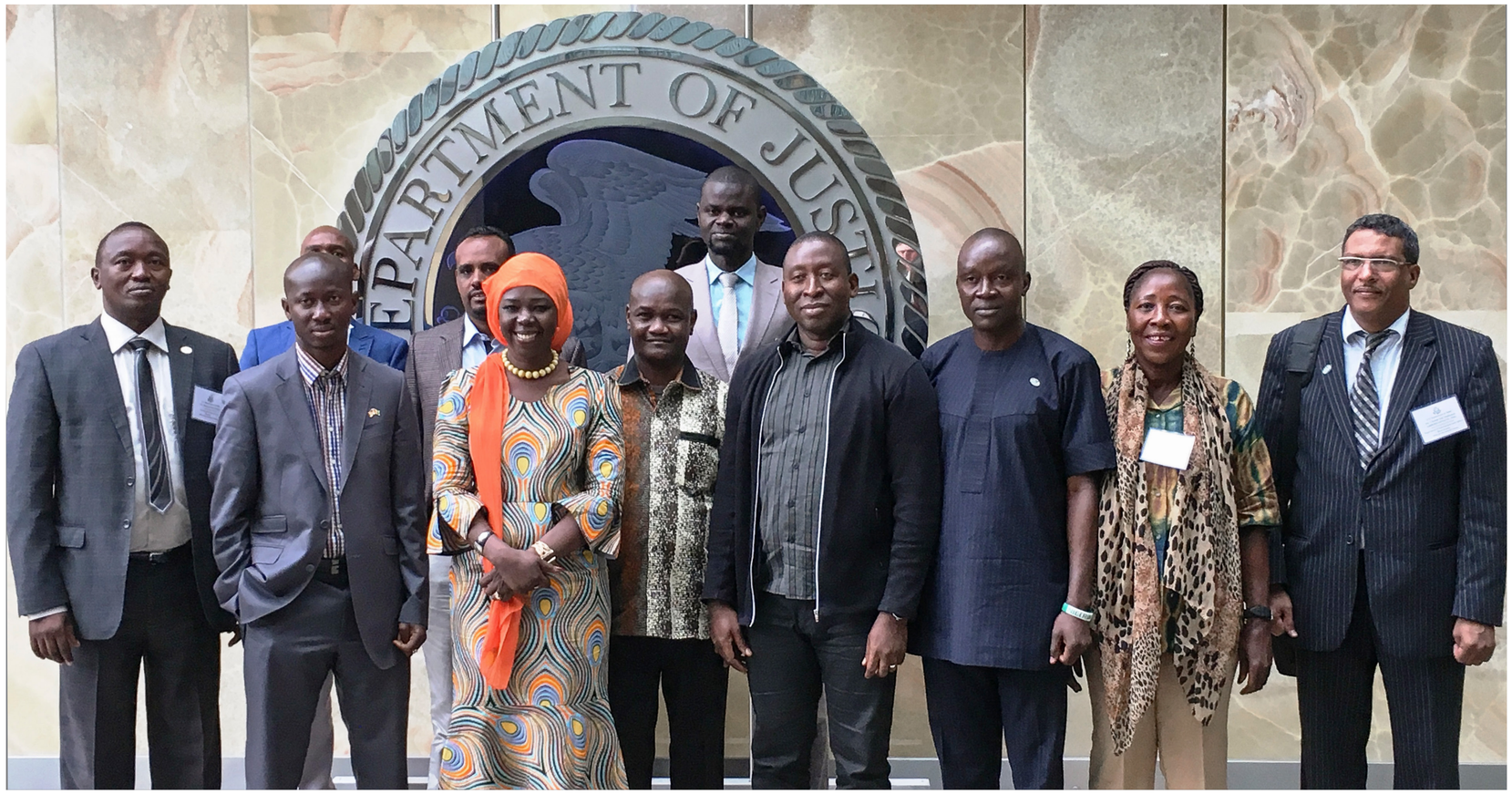
Inspiring women to pursue science careers

By Teta M. Moehs



In an award-winning film, the Bureau of Educational and Cultural Affairs (ECA) found the inspiration to further advance women in science, technology, engineering and math (STEM). Hidden Figures tells the story of groundbreaking African-American women mathematicians in the 1960s who navigated discrimination as they helped shape NASA's space program. ECA's American Film Showcase collaborated with 21st Century Fox Studios to screen the film at more than 100 U.S. Embassies and Consulates, prompting discussions on women in STEM careers, racial equality, gender equality and civil rights. | *Cont.* |

Women of the Hidden No More IVLP project visit the California Science Center in Los Angeles.
Photo by Waleska Aldana Segura



IVLP's "Safe and Secure World" initiative covers global security themes with more than 100 judicial, law enforcement, security and civil society leaders. *Photo by Brittany Lynk*

Building on the successful film screenings, the Office of International Visitors (OIV) worked with its private sector partners, including NGOs and a network of American civic organizations, to create an International Visitor Leadership Program (IVLP) project called Hidden No More. The project brought 48 women scientists, engineers and educators from 48 countries to the United States for three weeks of professional development. They exchanged ideas with American counterparts and developed strategies to strengthen the participation of women and girls in STEM fields.

Throughout the year, OIV welcomes approximately 5,000 emerging leaders to the United States through IVLP. By introducing current and emerging foreign leaders to their professional counterparts in American communities, IVLP creates opportunities for professional collaborations and offers exposure to American systems and values. STEM is only one of the program's themes, though in November 2017, women's involvement in science and technology featured prominently.

One of the Hidden No More alumnae is Sofia Contrearas, a technology entrepreneur from Argentina who founded the NGO Chicas en Tecnologia. "If you Google 'what is a programmer,' you see only men. ... You can't be what you don't see," she said. Providing opportunities for these women to | *Cont.* |

collaborate with others was an integral part of Hidden No More. The women leaders involved traveled to 11 American cities, including Syracuse, N.Y., Washington, D.C., Pensacola, Fla., and Lincoln, Neb., among others throughout the nation. One woman on the visit, Dr. Tammy Warren, a Bermudian marine scientist, said the project impressed her with its emphasis on leadership and mentorship and gave her ideas on how to encourage youth—especially girls—to pursue careers in STEM fields.

U.S. Embassies and Consulates worldwide nominated more than 100 excellent candidates for the visit, while the Office of Science and Technology Cooperation, the Secretary's Office of Global Women's Issues and Women RSO Engineers offered programming suggestions. They also recruited excellent speakers from sister agencies and assisted in developing a whole-of-government approach to the project. Key partners in the private sector included 21st Century Fox Studios, the Association of Women in Science, the National Science Foundation and other organizations. NBC Nightly News and National Public Radio broadcast news reports nationally and locally. They interviewed participants and credited the Department for promoting women in STEM internationally.

Kim Jenkins, the OIV program officer who led the Hidden No More planning team, said she was gratified "to see how the women were so enthusiastic about meeting with Americans and bonding with each other, and were already planning to inspire girls back home." One program alumna, physicist Sandra Alvarenga, for example, returned to show an audience in San Salvador examples of STEM programs for young women that the Department's American Spaces network could help replicate in El Salvador.

The 48 women who participated in Hidden No More comprised an unusually large and visible group, compared with the many IVLP projects occurring each year. For example, during the week of Nov. 6, 125 IVLP participants from 43 countries participated in 15 different projects. | *Cont.* |

Participants gather at the Loy Henderson Auditorium to hear from U.S. government officials working in counterterrorism and combating violent extremism. *Photo by Brittany Lynk*

In Boulder, Colo., a multiregional IVLP group studies how the arts can bring about social change. *Photo by Philip Brown*

They included Japanese agriculture professionals; political, social and business leaders from the Middle East and North Africa; and a group of Indonesian civil society leaders. On any given day, approximately 250 IVLP participants are in cities and small towns across the country learning more about what makes America tick and how the United States can work with other nations to address common concerns.

Determining IVLP project themes and selecting participants is a collaborative process. Participants are chosen by embassy selection committees. Policymakers from regional and functional bureaus, departments, missions and other stakeholders consult with one another to develop IVLP themes. These range from global health and countering violent extremism to education and entrepreneurship. IVLP Division Chief Dr. Sana Abed-Kotob explained, "We consult extensively to ensure that the program meets strategic policy goals, and projects are planned out in great detail to ensure their usefulness for international participants and their American counterparts." In addition, quick-turnaround projects must meet urgent or emerging policy goals on short notice. Several recent on-demand projects addressed global cybersecurity challenges, strategies and opportunities for collaboration.

Participants typically begin their program in Washington, D.C., and then travel to three or four other American cities or towns. The Department works with national program agencies in Washington and almost 90 community-based members of the group Global Ties U.S. to arrange professional appointments and involvement in community activities. In the Hidden No More program, activities included a beach cleanup in Pensacola and apple picking in Syracuse, along with dinner hospitality engagements in American homes. These activities allow international participants to experience the diversity of the United States and gain a broader understanding of American| *Cont.* |

In Portland, Ore., educators from Kazakhstan volunteer in the community.
Photo by Anastasia Albritton

life. Recently, a group of entrepreneurs from Tajikistan visited Milwaukee, Santa Fe, Albuquerque, Burlington and New York to meet with businesses, chambers of commerce and city governments. Those involved remarked how the hours spent in conversation with their dinner hosts flew by, enriching an already valuable experience.

For more than 75 years, IVLP has been the Department's premier professional exchange program. Virtually its entire program budget is reinvested in the United States, boosting local economies and creating jobs. Americans benefit from their international networking with business, education and civic organizations, and the new knowledge and personal encounters with people from different cultures enriches U.S. communities. OIV Director Stacy White concluded, "IVLP brings people together, which can be life-changing for all involved. Many alumni who form lasting positive bonds in the United States go on to become leaders in their fields at home, and effect positive change in their communities. This program inspires our team to do our best every day."

Teta M. Moehs is deputy director in the Office of International Visitors, Bureau of Educational and Cultural Affairs.

Participants of the Murrow Program for Journalists meet in the lobby of the Harry S Truman building. *Photo by Brittany Lynk*

OMAN

Embassy Muscat builds upon friendship with Gulf region partner

Story and photos by Isaac D. Pacheco

Click to watch video

Opening photo: A decorative roof battlement glows in late afternoon sunlight at an outpost in Oman's Sharqiya Sands desert.

As dusk settles over historic Old Muscat's Sultan Qaboos Port, a hauntingly beautiful call to prayer rings out from the neighborhood mosque. The lilting song, amplified by bullhorn-shaped speakers atop a single mosaic-covered minaret, reverberates across the crescent-shaped harbor, beckoning the faithful to make their supplications. Walking along the corniche, I pass the mosque's ornately decorated spire and watch the lights of homes and businesses flicker to life as the last warm hues of sunset give way to an indigo expanse dotted with the night's first stars. | *Cont.* |

Locals gather along the corniche overlooking Sultan Qaboos Port as dusk settles over Old Muscat.

The scent of frankincense hangs heavily in the early evening air and, rounding the corner into Mutrah Souq, I discover the origin of the sweet aroma. In the narrow, curios-lined alleyway I am greeted by a swirling gray-blue haze, the product of dozens of censers lining the corridors. The small charcoal burners, ranging from intricately detailed silver works of art to utilitarian aluminum ramekins, emit a dull red glow as the embers within transform tiny dried tears of tan-colored sap into clouds of pungent smoke. For more than five millennia, frankincense has been highly sought after throughout the Gulf region and beyond. But here in Oman, one of the few native habitats of the tree (Boswellia sacra) from which the most prized sap is wrought, this historically important incense is more than just a luxury; it is a point of national pride. | *Cont.* |

In Mutrah Souq, silver trinkets, colorful beads, and curios of every shape and size can be found alongside more mundane household goods, like groceries and clothing items.

Vendors ply their wares amid a haze of frankincense in Mutrah Souq's colorful corridors.

During a visit to a remote desert camp, Salem Abdullah Al Daraie, a locally employed staff member at Embassy Muscat, surveys the dunes of the Sharqiya Sands desert.

In contrast to the sensory overload of Mutrah's bustling street market, Oman's Sharqiya Sands desert is a place of quiet contemplation. It is there I find myself a week later on a chilly, moonless night. Deep within the desert interior, an unseen animal's padded footfalls reverberate across the sand somewhere in the distance as I hike with my camera to capture a rare, unobstructed image of the twinkling galaxy overhead. The droning thrum of a jet engine cuts through the solitude as a transcontinental airliner bisects the Milky Way far above me, its low roar still vaguely audible long after its flashing lights have disappeared over the towering dunes. The desert is otherwise utterly silent, sometimes stiflingly so. My ears strain to pick up distant sounds in the frigid air, but find only the rhythmic pounding of my own pulse and the swishing of sand under my feet as I plod toward my ultimate destination atop a nearby prominence.

Four-wheel drive vehicles prepare to descend along the side of a large sand dune at the edge of the Sharqiya Sands desert in central Oman.

With its mountainous coastal skylines in the north, sprawling desert interior and seasonally verdant southern agricultural region, Oman is at first glance a paradoxical place—a land of dearth and surplus, austerity and opulence, magic and logic. Closer inspection, however, reveals a society that has not only learned to reconcile the many contradictions associated with life on the outer edges of the Arabian Peninsula, but also how to thrive in one of the world's most unforgiving biomes.

"The natural beauty of the country is really astounding. It has such a range of topography and ecosystems," said U.S. Ambassador to Oman Marc Sievers. "Omani culture values a kind of modesty and restraint that aren't necessarily characteristic of the rest of the Gulf. Omanis are well known to be tolerant and welcoming to foreigners. That is well established in their history. There are many different elements that make up the Omani people, and it's much more diverse and complicated than you see on the surface." | *Cont.* |

Top: Nestled among ophiolite mountains, Oman's parliament building houses the sultan's advisory council, known as the Majlis-ash-Shura. **Middle:** Wilayat Badiyah is an oasis located at the entrance of the Sharqiyah Sands desert. **Background:** Muscat's skyline is strictly regulated with city ordinances limiting exterior paint colors to various shades of cream and beige, and requiring that buildings be shorter than the Grand Mosque.

A panoramic view of Muscat from a nearby mountain shows the subdued skyline hugging the coast.

Oman's multidimensional society traces its origins to the nation's ancient seafaring roots and to Muscat's classical-era status as the dominant transshipment point for trade throughout the Middle East, Africa and South Asia. Omani culture, while heavily influenced by Islam, interweaves ancient mysticism and traditions from eastern Africa, where Oman maintained the Zanzibar Sultanate for nearly two centuries before relinquishing sovereignty of the region to Kenya in 1964.

Unique in the region, Oman's Sunni, Shia and Ibadi Muslim sects live together harmoniously and practice their faith in communities alongside one another. Also unlike most other Gulf Cooperation Council posts, Omani nationals work side-by-side with their American counterparts at the embassy. According to Judes E. DeBaere, Embassy Muscat's management officer, 68 percent of the embassy's local staff is Omani. This close collaboration not only enhances the efficiency of everyday business, but also allows American employees to develop a deeper understanding of Omani culture and traditions.

"We have a really diverse local staff population, which is terrific," said Stephanie Hallett, deputy chief of mission. "Omanis work in nearly every section of the embassy, which is great because it brings a diverse set of perspectives. What's unique about our post is that we have an entirely Omani local guard force that works directly for the embassy. Our partnership with our Omani colleagues is quite special." | *Cont.* |

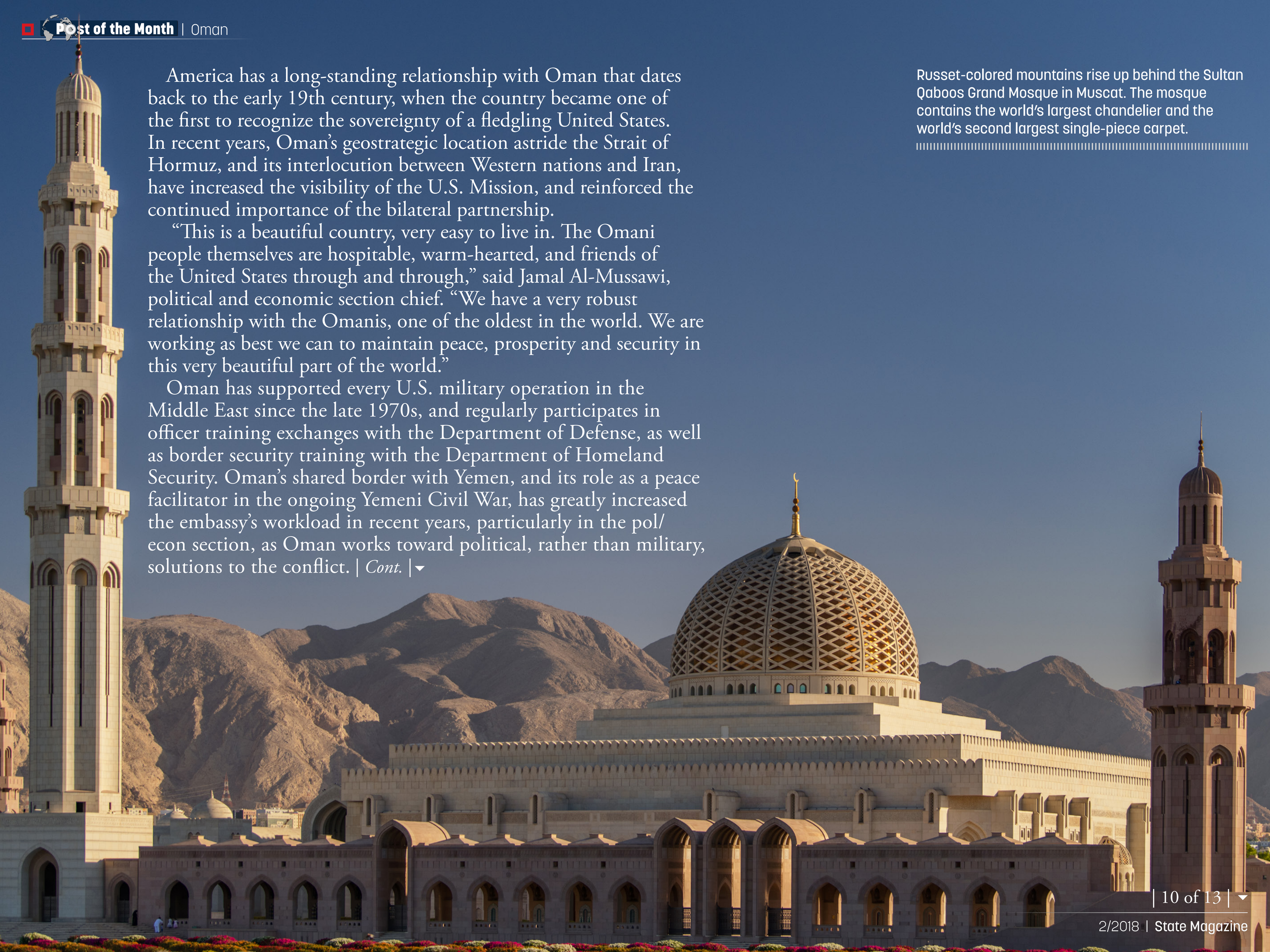
From left: Locally employed staff members Hind Charahil, Donya Afify, Hala ElBingawi, Batool Baqer and Fatima Ajmi participate in a Moroccan tea ritual at Embassy Muscat during the 2017 Shukran festival. The annual celebration provides an opportunity for LE staff to share important aspects of their cultures with the embassy's American employees.

Photo by Daniel Durazo

America has a long-standing relationship with Oman that dates back to the early 19th century, when the country became one of the first to recognize the sovereignty of a fledgling United States. In recent years, Oman's geostrategic location astride the Strait of Hormuz, and its interlocution between Western nations and Iran, have increased the visibility of the U.S. Mission, and reinforced the continued importance of the bilateral partnership.

"This is a beautiful country, very easy to live in. The Omani people themselves are hospitable, warm-hearted, and friends of the United States through and through," said Jamal Al-Mussawi, political and economic section chief. "We have a very robust relationship with the Omanis, one of the oldest in the world. We are working as best we can to maintain peace, prosperity and security in this very beautiful part of the world."

Oman has supported every U.S. military operation in the Middle East since the late 1970s, and regularly participates in officer training exchanges with the Department of Defense, as well as border security training with the Department of Homeland Security. Oman's shared border with Yemen, and its role as a peace facilitator in the ongoing Yemeni Civil War, has greatly increased the embassy's workload in recent years, particularly in the pol/econ section, as Oman works toward political, rather than military, solutions to the conflict. | *Cont.* |



Russet-colored mountains rise up behind the Sultan Qaboos Grand Mosque in Muscat. The mosque contains the world's largest chandelier and the world's second largest single-piece carpet.

"The Yemen conflict is very disturbing and distressing for the Omanis, as it is for us," said Al-Mussawi. "As Yemen continues to fail as a state, different terrorist groups have been able to take advantage of the large pockets of ungoverned areas there. This is a direct threat to Oman and to the rest of the Gulf as well."

The embassy's pol/econ section consists of 11 American and local employees who focus on internal political developments, regional political dynamics, economic and commercial development issues, and security. The section's goal has been to sustain the relevance of the bilateral relationship throughout the years by ensuring that the partnership is not focused solely on security issues. Of particular importance are economic and commercial matters in a country that derives nearly 75 percent of its government revenue (33 percent of its GDP) from the petrochemical sector.

"What we are trying to do now is go beyond the security realm to focus on what we can do to help this country develop itself beyond oil, gas and petrochemicals," said Al-Mussawi. "We see this as an important national security effort for this country because it is currently so heavily reliant on oil and gas revenue."

Embassy Muscat has worked diligently to support Oman's ongoing efforts to diversify its economy, particularly its port development initiatives which promise to further strengthen the country's role as a regional transshipment hub. Since 2009, the United States has maintained a free-trade agreement with Oman, and in January 2016 the countries signed a bilateral science-and-technology cooperation agreement. Many American businesses are now involved in infrastructure development in Oman, and have made significant inroads into the mining and light manufacturing sectors, as well as in goods and services.

"Oman's highest priority is to diversify its economy to get away from complete reliance on petrochemicals. We engage with them a lot on that. We also want to diversify the nature of the American commercial presence and investment here," said Sievers. "Bilateral trade keeps expanding at a rapid pace. They want much more U.S. investment in the Omani market. We are looking at ways to generate that and, of course, encourage Omani investment in the U.S." | *Cont.* |

A man walks along Qurum Beach at dawn in Muscat.

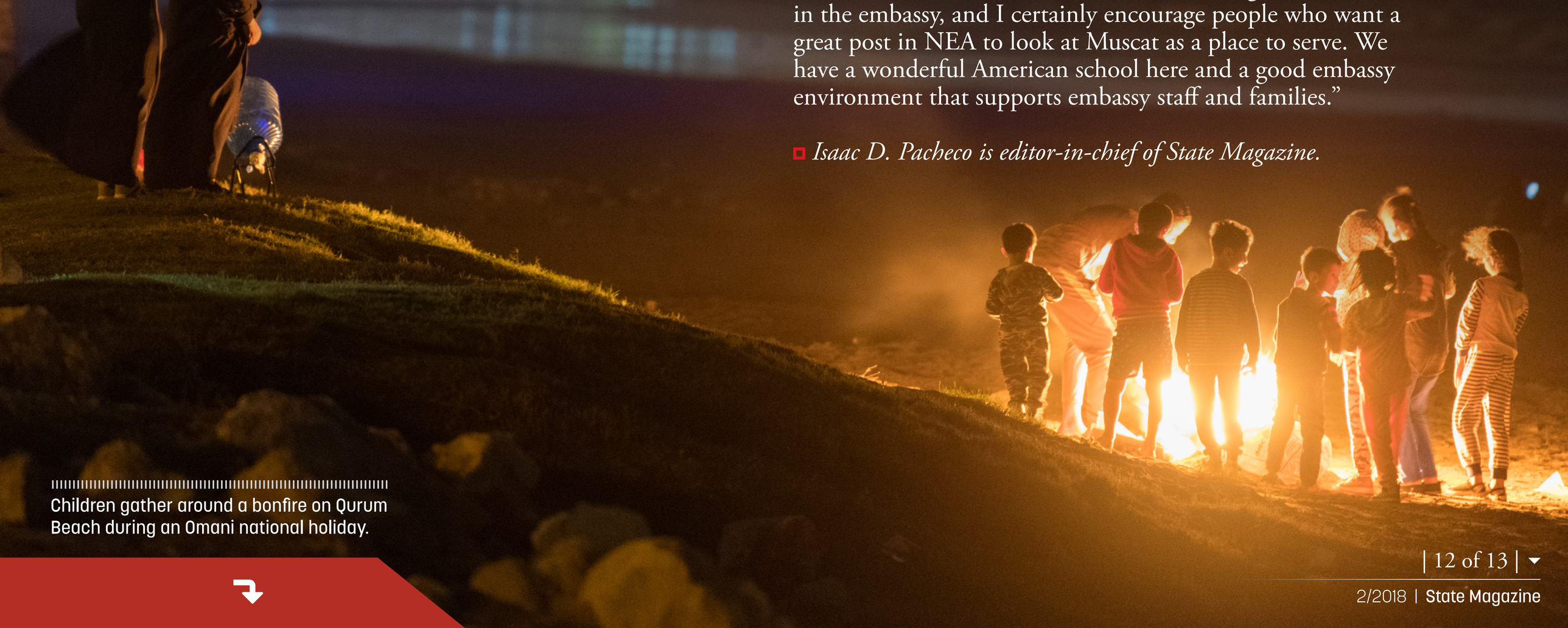
Another tool the embassy uses to communicate its commitment to the Omani people is public diplomacy. Like other embassy sections, the public affairs office (PAO) has focused the bulk of its efforts on economic development programs, but also works to address other Omani government priorities including, health, entrepreneurship, and science and technology. The PAO also manages a robust alumni network and student exchange program. Approximately 3,000 Omani students are currently studying in America, a 0.7 percent increase from 2016. Most of these students are supported by the Omani government's Ministry of Education.

"Public diplomacy, in general, is very focused on people-to-people ties as well as introducing our local counterparts to American ideals and values, and also learning more about our Omani counterparts and making sure that it's a two-way street," said Michelle Outlaw, Embassy Muscat public affairs officer. "It's a very valuable exchange, and I think by learning more about each other we become more effective partners."

Embassy Muscat's current chancery was built in 1989, and initially housed 14 direct-hire employees, a number that has ballooned to nearly 100 as the U.S. has expanded interagency programs in Oman. To address the lack of space, the embassy compound will undergo a major rehabilitation in 2021. The renovation will relocate the consular section, which processes nearly 11,000 nonimmigrant visas per year, to a purpose-built facility separate from the chancery.

"Our interagency component is growing, but it's still primarily a State-based team," said Sievers. "We have a great team here in the embassy, and I certainly encourage people who want a great post in NEA to look at Muscat as a place to serve. We have a wonderful American school here and a good embassy environment that supports embassy staff and families."

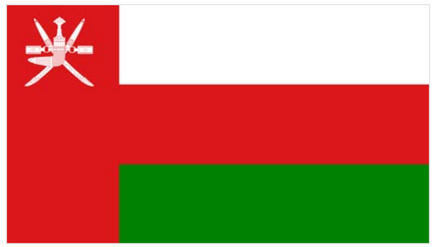
Isaac D. Pacheco is editor-in-chief of State Magazine.



Children gather around a bonfire on Qurum Beach during an Omani national holiday.

At a Glance

Oman



Capital:
Muscat

Government Type:
absolute monarchy

Area:
309,500 sq km

Population:
3,424,386 (July 2017 est.)

Major urban areas:
Muscat (capital) 838,000 (2015)

Languages:
Arabic (official), English, Baluchi, Urdu, Indian dialects

Ethnic groups:
Arab, Baluchi, South Asian (Indian, Pakistani, Sri Lankan, Bangladeshi), African

Religions:
Muslim 85.9%, Christian 6.5%, Hindu 5.5%, Buddhist 0.8%, Jewish <0.1%, other 1%, unaffiliated 0.2% (2010 est.)

Note: *Omani citizens represent approximately 60% of the population and are overwhelming Muslim (Ibadhi and Sunni sects each constitute about 45% and Shia about 5%); Christians, Hindus, and Buddhists accounting for roughly 5% of Omani citizens*

Map produced by the Office of the Geographer and Global Issues

Exports (commodities):
petroleum, reexports, fish, metals, textiles

Export partners: China 21.9%, China 47.8%, UAE 8.3%, India 4.1% (2016)

Imports (commodities):
machinery and transport equipment, manufactured goods, food, livestock, lubricants

Import partners: UAE 44.9%, China 4.8%, India 4.8% (2016)

Currency:
Omani rial

Internet country code:
.om

* The CIA World Factbook

Return

Greening Diplomacy

Office of Foreign Missions helps restore hurricane-stricken park

By Omar A. Roig

The Office of Foreign Missions (OFM), Miami, held its second annual Greening Diplomacy project at Crandon Park in Key Biscayne, Fla., Dec. 7. In collaboration with the Miami-Dade Parks and Recreations Department, 50 volunteers from 12 foreign consulates joined us as we planted sea-oat seedlings to replace hurricane-damaged parts of the sand dunes. Most of the sand dunes were heavily damaged by Hurricane Irma, which also destroyed a large portion of the sea oats native to the area. This was followed by a cleanup of the northern end of the Bear Cut Reserve Park, designated a National Environmental Study Area by the Department of the Interior that is home to a variety of birds, sea turtles and other coastal animals. The Bear Cut Reserve area itself cannot be reached by mechanized equipment and must be cleaned by hand. The event was spearheaded by OFM Associate Regional Director Mike Morales along with Diana Young, the community outreach and resource manager for the Miami-Dade County Parks, | *Cont.* |

Members of the U.K. Consulate work tirelessly to plant their sea oats. *Photo by Daniel A. Lopez*

Recreation and Open Spaces Department. OFM Regional Director Frances Crespo said that "it was refreshing to see the cooperation between all the participating consulates." Crespo went on to mention that she is "enthusiastic about future cooperative projects between the OFM, the consulates, and the Parks and Recreation Department."

Launched in 2009, the Greening Diplomacy initiative challenges the Department of State to develop and implement policies and actions that lessen its overall environmental footprint, reduce costs and ensure sustainability remains at the forefront of U.S. foreign policy. OFM Miami has worked to tackle challenging environmental issues in its area by raising awareness and helping to stem the tide of pollution through coastal cleanup and planting events. This year, OFM Miami's Greening Diplomacy Initiative focused on sand dune restoration. With the inclusion and assistance of foreign consulates, this initiative has become an international effort aimed at restoring and cleaning up our local ecosystem.

A group photo marks the end of a successful day of cleaning up and planting. *Photo by Daniel A. Lopez*

A successful garbage cleanup at the Bear Cut Nature Reserve area of Crandon Park. *Photo by Daniel A. Lopez*

All of the volunteers involved have a common goal: They all care deeply about the environment and want to have a hand in its restoration and cleanup.

Historically, Miami has been at the forefront of the climate change battle and is one of the first cities mentioned when discussing hurricanes and rising sea levels. Every year, hurricane season begins June 1 and concludes Nov. 30. Along with increased anxiety levels among the general population, hurricane season also brings with it a wide range of challenges, progressively exacerbated by climate change. Sand is a key element of mitigating the destruction caused by hurricanes. The sand that lines the beaches of Florida is normally piled up into dunes, especially during hurricane season. These dunes are used as a protective barrier and are considered the first line of defense against incoming hurricanes. At the same time, the sand dunes are vital in the battle against beach erosion and are strengthened by a native plant, the sea oat. These plants help strengthen dunes by spreading their roots and stabilizing the structure while also trapping wind-blown sand.

By the end of the Greening Diplomacy event, we amassed more than 30 bags of trash and planted more than 1,000 new sea oats. Moreover, the group of volunteers was able to replant most of the previously destroyed sea oats. These newly planted sea oats are expected to thrive and flourish. Regarding the overall effectiveness of the project, Morales said that "the best part of this project is that we will be able to see the results of our efforts in the weeks and months to come."

Omar A. Roig was a program assistant in the Office of Foreign Missions, Miami, Fla.

Foreign Service Pioneer

How Pattie Field blazed trails for women in the diplomatic corps

By Sherry Keneson-Hall

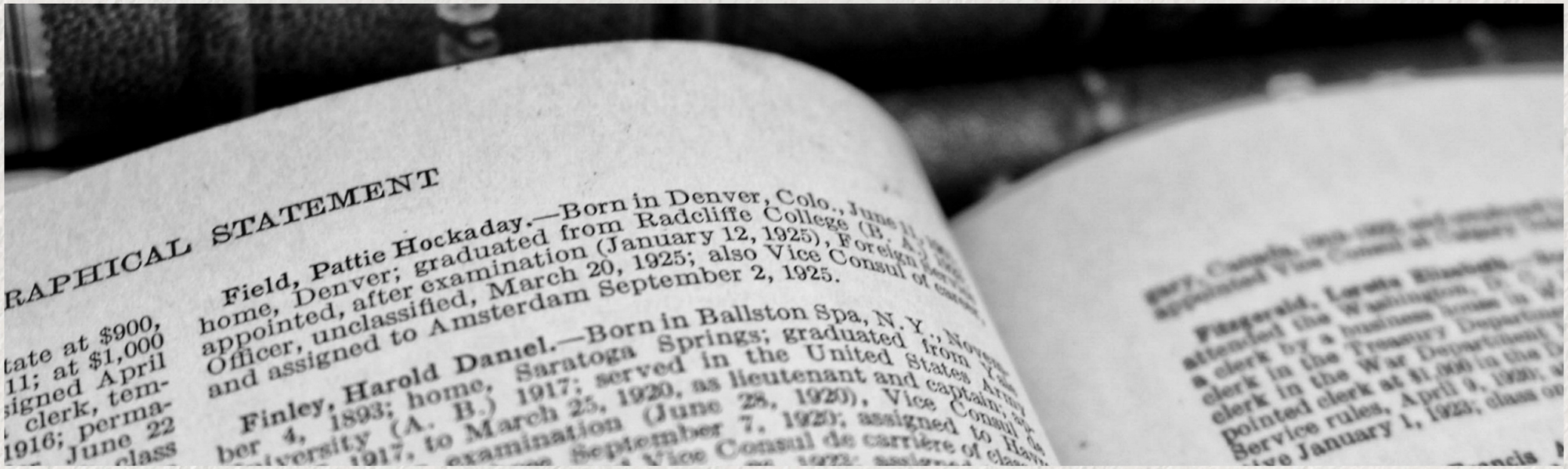
Reporters, city officials and the consular corps were waiting as 24-year-old Pattie Field arrived in Amsterdam. The year was 1926, and Field was the post's first and only American woman consular officer. She arrived with her mother and an array of steamer trunks. The previous year, she was one of 17 people to pass the Foreign Service exam—and the only woman to do so.

Field set out to become a consul after a debate with her brother, who claimed women could not succeed in diplomatic service. She took the Foreign Service exam right after completing studies at Radcliffe College in 1923, but was unsuccessful. Undeterred, she used the next year to travel to Europe, to better her French and study to improve her chances of passing the exam. It worked. In September 1925, she entered the Foreign Service with an annual salary of $2,500, the same as her male counterparts.

As the first American woman to serve as a vice consul, Field followed in the footsteps of Lucile Atcherson, the first American woman in the Foreign Service, who was assigned to Bern, Switzerland, in April 1925.

The Foreign Service was established in 1924 and merged the nation's consular and diplomatic services, while offering a merit-based career path that began with the Foreign Service exam.

Photo of Miss Pattie Field found in the Library of Congress archives under an article entitled "Foreign Service School graduates class of 17," Washington Post, Sept. 2, 1925, p 22. *State Department photo*



Pattie Field's entry in the registry of the Department of State 1926. Field also appeared in 1927, 1928 and 1929. *Photo by Sherry Keneson-Hall*

Field was complimented on her performance at the "new foreign service school," where she participated in four months of classes. In 1925, The New York Times asked Field about the ability of women to perform consul duties, asserting that a consul "often has a good bit of rough work to perform" and "must handle immigrants and stranded seamen." Could a woman meet these emergencies? Her response: "I don't see why not. … Men consuls never use physical force on the rough people with whom they have to deal. Some consuls are not very physically strong."

William Gale, the U.S. consul general in Amsterdam at the time, also had doubts and protested Field's assignment. He asked the Department to reconsider, arguing a woman could not fill the requirements of the position and therefore "would be worse than useless."

Field didn't shy away from the challenge. Born and raised in Colorado, she said the stories of her grandfather crossing the plains in a covered wagon motivated her. "Possibly it was this pioneer blood that inspired me to try Foreign Service," she said in an interview.

When asked by The Christian Science Monitor about the future of women in the Foreign Service, Field was skeptical but hopeful. "Frankly, I don't know how the experiment is going to work out. No one knows but there are high hopes for its success," she said in a front page article from 1925.

In January 1926, when Field arrived in Amsterdam, the press was waiting. Time magazine wrote about the "glitter in her bold dark eye" and her petite Parisian wardrobe, and speculated as to whether she had packed her "ravishing orange skin-tight" swimsuit that she had reportedly worn in the Washington, D.C., area the season before.

Amsterdam's historic center is virtually unchanged since Field's day, when she worked at a former consulate location along one of the city's prominent canals (the address, specifically, was Keizergracht 473-479). | *Cont.* |

"It is easy to imagine her walking the same streets as I do nearly a century later," said Val Vass, who is currently assigned to Amsterdam as vice consul. Vass wonders what it was like for Field, socially and professionally, as a single woman in the 1920s. "I wonder was it a lonely existence or a liberation from the stifling expectations placed on women in her era," he said. "I like to imagine it was immensely fulfilling to postpone marriage, make money and travel the world."

Local Dutch papers at the time noted Field's work over the next few years as she set about her consular duties. She attended meetings with the American community at the Hotel Des Indes in The Hague, and even participated in an international conference in Amsterdam for professional women. The Washington Post credited Field and Atcherson for the rise in the number of women attempting the Foreign Service exam, and stated that by 1929 there was "feminine representation now at practically every examination held." Between 1924 and 1929, 84 women sat for the Foreign Service exam. Only four passed, however.

David McCawley, the current consul general in Amsterdam, said that as a career diplomat and the father of three daughters, he was overjoyed to learn Amsterdam was home to America's first woman consular officer. "Pattie's groundbreaking contributions to the Foreign Service made our organization stronger and helped pave the way for subsequent generations of female U.S. diplomats to succeed," he observed.

Despite earning a promotion in 1929, Field left the Foreign Service to take a position in radio with NBC.

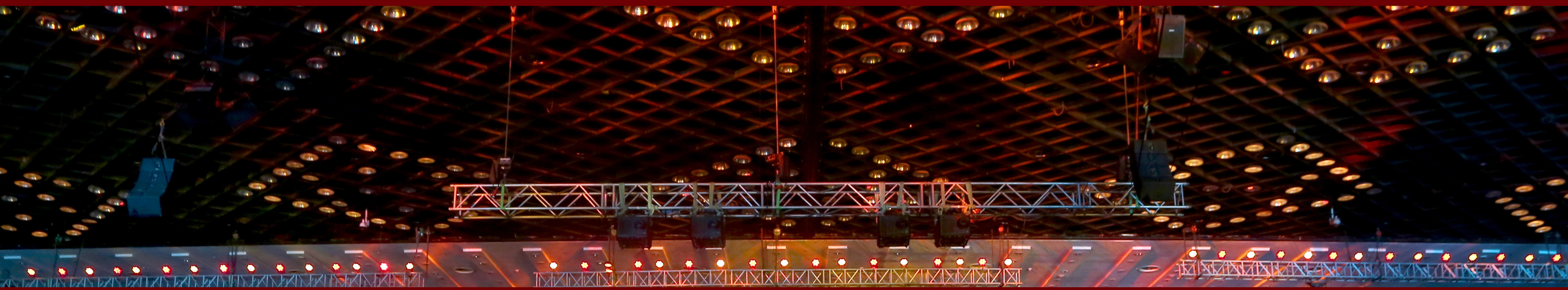
"Word of my promotion caused me to think long and hard about severing my connection with the work I had come to love, but the future possibilities of radio proved too alluring and I decided to resign," she said. "Besides I had already helped blaze the trail for women in the Foreign Service, and the NBC post offered me something that women hadn't attempted before."

Field's story with the Department of State didn't end there. After many years in radio, she took up another position with the Department, working in the 1950s as an authenticator of documents.

McCawley is planning an event to commemorate Field during Women's History Month in March. "I hope bringing her story to light will inspire more young women to join our ranks in promoting America's interests abroad," he said.

Sherry Keneson-Hall is public affairs officer at the U.S. Embassy in The Hague.

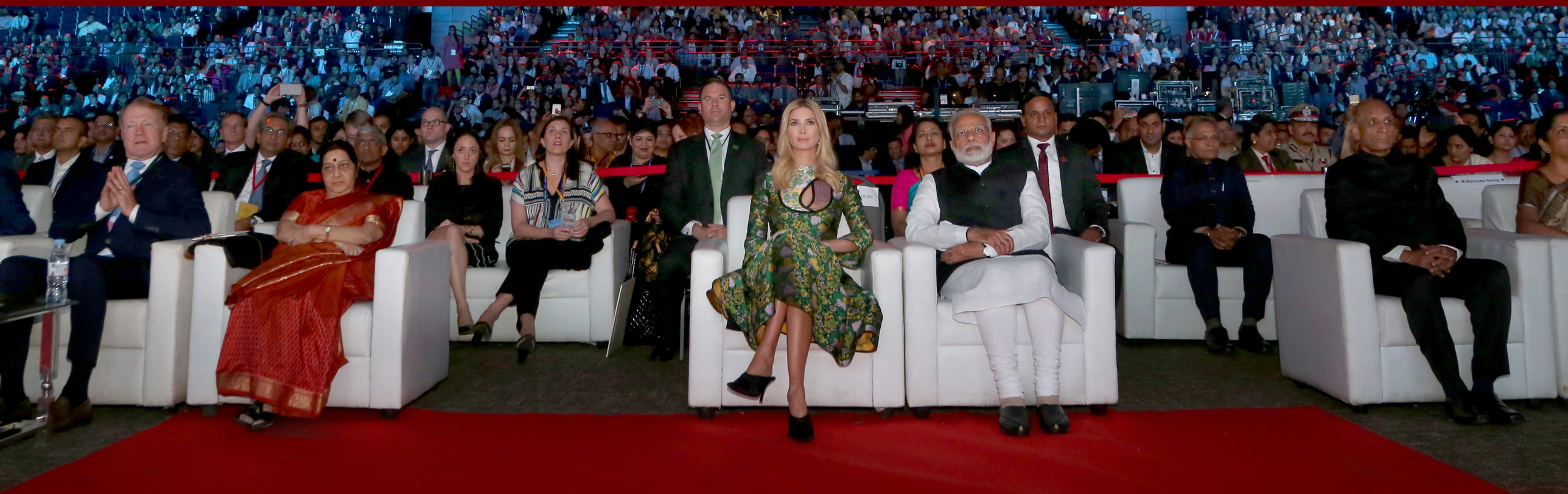
Photo from Dutch Photographic Archives of the former location of the U.S. Consulate General on Keizergracht.



Global Entrepreneurship Summit 2017

For the first time, women make up the majority of GES participants

By Karen L. Enstrom



Promoting American prosperity and creating jobs, particularly through initiatives that strengthen entrepreneurship at home and abroad, is at the forefront of the U.S. government's global engagement and economic policy priorities. The pre-eminent U.S. government engagement for promoting entrepreneurship is the Global Entrepreneurship Summit (GES), an annual, White House-led gathering of entrepreneurs, investors and supporters of innovation from around the world.

Opening photo: Ivanka Trump, advisor to the president, and Indian Prime Minister Narendra Modi view the Nov. 28 GES 2017 opening program with the event's 1,500 attendees. *State Department photo*

GES 2017, co-hosted by the U.S. and Indian governments in Hyderabad, India, from Nov. 28–30, brought together more than 1,500 participants from some 150 countries for two and a half days of networking, knowledge sharing, investment matchmaking and competitions in which budding entrepreneurs pitched new business ideas. Participating American entrepreneurs, investors and supporters of innovation came from 38 states, the District of Columbia and Puerto Rico. Attendees made thousands of connections, particularly through an app that allowed them to start networking even before attending the summit.

GES 2017 speaker and entrepreneur attendee Rahama Wright, founder and CEO of Shea Yeleen Health and Beauty, networks with a fellow participant. *State Department photo*

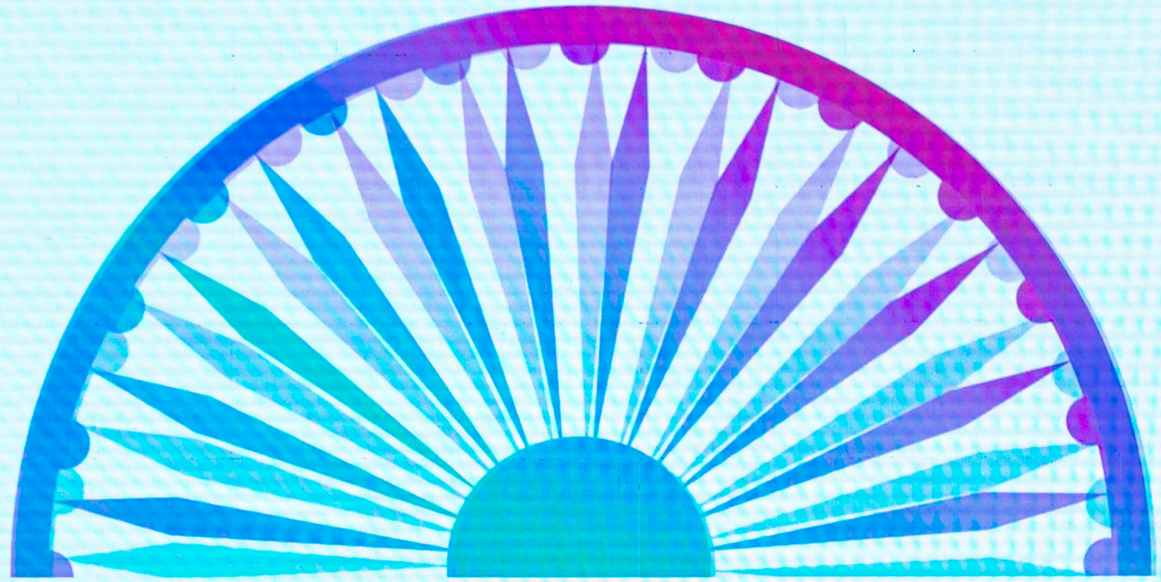
Ivanka Trump, advisor to the president, and Prime Minister Narendra Modi headlined GES 2017. The event's theme, "Women First, Prosperity for All," emphasized the role and contributions of women as innovators and business leaders, especially in the growth sectors of energy and infrastructure, health and life sciences, financial technology and the digital economy, and media and entertainment. More than 52 percent of the event's participants were women, marking the first time women were the majority at a GES. More than 10 countries were represented by all-female delegations, including Afghanistan, Saudi Arabia and Israel. Members of the American contingent included U.S. Ambassador to India Ken Juster, USAID Administrator Mark Green, Overseas Private Investment Corporation (OPIC) CEO and President Ray Washburne, U.S. Treasurer Jovita Carranza, White House Office of Information and Regulatory Affairs Administrator Neomi Rao and Department of Labor Women's Bureau Director Patricia Green.

One participating entrepreneur was Kristi Gorinas, founder of Defendables, a U.S.-based startup that produces a self-defense product that contains pepper spray in a small pod that can be hidden under clothing. Gorinas hopes her product will help women worldwide protect themselves. Another attendee, Christine Souffrant Ntim, is the daughter and granddaughter of Haitian street vendors. She created Vendedy, a digital tourism directory of street markets. She now lives in Dubai, where she co-founded Global Startup Ecosystem, a network- and conference-organizer group.

Ntim called on potential entrepreneurs to "believe you can be a mom, wife and entrepreneur doing great things globally."

The event's Global Innovation through Science and Technology (GIST) Catalyst Pitch Competition was led by the Bureau of Oceans and International Environmental and Scientific Affairs and featured entrepreneurs from the United States, India and other countries. Entrepreneurs pitched their businesses and ideas, and expert judges and GES 2017 partners provided feedback and distributed more than $450,000 in resources as prizes. Ajaita Shah, founder of Frontier Markets, won the title of 2017 GIST Catalyst Grand Champion. Frontier Markets empowers rural women in India to teach their communities about solar power and how to sell solar products.

Throughout GES 2017, entrepreneurs gained valuable global connections through networking that offered opportunities for future engagement. Chilean delegate Daniela Salas—one of three women who founded Rhizomics, a biotech-based startup that promotes sustainable agriculture—said she plans to continue collaboration with other GES entrepreneurs to incorporate mobile application design and establish distribution and production partnerships with an Indian biotech company. USAID Administrator Green announced at the event that in January the U.S. government's "Feed the Future" program would launch a global | *Cont.* |



GLOBAL ENTREPRENEURSHIP SUMMIT
INDIA 2017

Sibongile Sambo, managing director of SRS Aviation & SRS Petroleum, responds to a question during the Nov. 28 plenary session "Be the Change: Women's Entrepreneurial Leadership." Panelists included (left to right) Marcus Wallenberg, chairman of Saab and Skandinaviska Enskilda Banken Group; Nirmala Sitharaman, India's minister of defense; John Chambers, chairman emeritus at Cisco (moderator); and Ivanka Trump. *State Department photo*

GES 2017 participants pose for a photo in front of the #GES2017 sign. *State Department photo*

competition for women-led enterprises to access investment while working with American food companies to mentor women entrepreneurs in Africa. USAID and its partners will also launch the WomenConnect Challenge to support comprehensive approaches to closing the digital gender divide.

The lead-up to GES 2017 included a series of "Road to GES" events in the United States, India and cities worldwide. Programs in Milwaukee, Houston, Pittsburgh and Washington, D.C., reinforced the impact American cities have on the global economy. Such innovations improve lives and demonstrate that the American entrepreneurial spirit flourishes outside of Silicon Valley. In Liberia and Australia, "Road to GES" events highlighted economic opportunities in the burgeoning creative arts industry and technology sectors. Programming in India focused on initiatives such as "Smart Cities" and the role innovation and entrepreneurship play in addressing the challenges of urbanization. In the Indian state of Andhra Pradesh, 300 young women came together during a two-day Hackathon to brainstorm solutions to urbanization challenges in Vizag.

GES 2017 immediately followed Global Entrepreneurship Week (GEW), Nov. 13–19. The event's partner, the Marion Ewing Kauffman Foundation, supports a worldwide network of partners that organize activities during GEW and often partner with U.S. Embassies and Consulates. Since 2008, GEW has expanded from 77 to more than 150 countries and has engaged roughly 25 million participants through 115,000 activities. Thanks to the efforts of U.S. Missions worldwide, GEW 2017 supported Department of State efforts to promote innovation and entrepreneurship—and, specifically, women's entrepreneurship—at more than 30 missions within all six regional bureaus.

GES 2017 entrepreneurs participate in a roundtable discussion on clean energy.
State Department pho-

GES and GEW are part of the Department's broader efforts to promote entrepreneurship. Entrepreneurs create jobs, and jobs and greater economic development help secure greater political stability and prosperity—and even new markets for U.S. companies. The focal point of these efforts year-round is the Global Entrepreneurship Program (GEP) in the Bureau of Economic and Business Affairs' Office of Commercial and Business Affairs. GEP works with the White House, the Department's bureaus, other U.S. agencies and the private sector to promote global entrepreneurship. (More information on GEP is available on the Department's website.)

The success of GES 2017, and the push to elevate entrepreneurship as a vehicle for increased global economic prosperity, was the result of this broader collaborative effort led by the White House, involving multiple bureaus and offices within the Department of State, U.S. diplomatic missions in India and interagency partners at USAID, the Commerce Department and OPIC. Through this whole-of-government approach to GES 2017 and related efforts, American diplomacy is dramatically increasing the potential for entrepreneurs to succeed.

Karen L. Enstrom is director of the Global Entrepreneurship Program in the Office of Commercial and Business Affairs, Bureau of Economic and Business Affairs.

Christopher A. Ford - Assistant Secretary of State, International Security and Nonproliferation

Christopher A. Ford of Maryland is the new Assistant Secretary of State for International Security and Nonproliferation. Ford currently serves as special assistant to the president and senior director for Weapons of Mass Destruction and Counterproliferation at the National Security Council. He served on several different committees in the Senate; as a Department of State official; and as a senior fellow at the Hudson Institute. The author, or co-author, of three books—"China Looks at the West: Identity, Global Ambitions, and the Future of Sino-American Relations," "The Mind of Empire: China's History and Modern Foreign Relations," and "The Admirals' Advantage: U.S. Navy Operational Intelligence in World War II and the Cold War"—he also served as an intelligence officer in the Navy Reserve. He earned an A.B., summa cum laude, from Harvard University, a D.Phil. from Oxford University, as a Rhodes Scholar, and a J.D. from Yale Law School.

Pieter "Pete" Hoekstra - U.S. Ambassador to The Netherlands

Pieter "Pete" Hoekstra of Michigan is the new U.S. Ambassador to the Kingdom of the Netherlands. Originally born in Groningen Hoekstra moved to America with his parents at the age of 3. During his career, he worked for Herman Miller, eventually becoming vice president of marketing. More recently, he represented Michigan's 2nd district as a member of Congress from 1993 to 2011. He received a B.A. in political science from Hope College and an MBA from the University of Michigan's Ross School of Business.

Jon Huntsman, Jr. - U.S. Ambassador to Russia

Jon Huntsman Jr. of Utah is the new U.S. Ambassador to the Russian Federation. Huntsman, a politician, businessman and diplomat, has served in five U.S. administrations and was a candidate for the 2012 Republican presidential nomination. He served as governor of Utah, and as ambassador to Singapore and then to China. Previously, he was a White House staff assistant, the deputy assistant secretary of commerce and, later, deputy U.S. trade representative, where he guided the accession of China into the World Trade Organization.

Lisa A. Johnson - U.S. Ambassador to Namibia

Lisa A. Johnson (SFS) of Washington is the new U.S. Ambassador to the Republic of Namibia. Johnson has served as a diplomat since 1992 and was most recently the chargé d'affaires at the U.S. Embassy in Nassau. As a senior official at the Department, NSC and the Vice President's Office, she has demonstrated leadership and crisis management expertise. She has served at six Missions overseas, including two in Africa. She earned an M.S. from the National War College, an M.I.A. from Columbia University and an A.B. from Stanford University. She speaks French and Portuguese.

Sean P. Lawler - Chief of Protocol

Sean P. Lawler of Maryland is the new Chief of Protocol with the rank of Ambassador. Lawler was the director for visits, planning and diplomatic affairs at NSC. Prior to that, he was the chief, office of visits and protocol at the Cyber Command in Fort Meade, Md. A veteran with more than 20 years of service in the Navy, he concluded his military service as the director of administration at the Naval Support Facility Thurmont (Camp David) in Maryland. Earlier, he was the administrative department leading chief petty officer and ship's secretary on the USS *John C. Stennis*, as well as an executive assistant to the commander, U.S. Pacific Fleet, and to the commander, U.S. Naval Forces Europe.

Nicole R. Nason - Assistant Secretary of State for Administration

Nicole R. Nason of New York is the new Assistant Secretary of State for Administration. Nason, an attorney, has served as a senior advisor to the secretary of state and as administrator of the National Highway Traffic Safety Administration. Previously, she was assistant secretary for government affairs in the U.S. Department of Transportation and assistant commissioner for U.S. Customs and Border Protection. She earned a B.A. in political science and government from American University and a J.D. from Case Western Reserve University.

Jennifer G. Newstead - Legal Adviser

Jennifer G. Newstead of New York is the new Legal Adviser at the Department of State. She is a partner in the law firm of Davis, Polk & Wardwell LLP, where she has a global practice representing clients in cross-border regulatory, enforcement and litigation matters. She previously served in several senior government positions, including as general counsel of the Office of Management and Budget, principal deputy assistant attorney general at the Department of Justice's Office of Legal Policy and associate counsel to the president. She is an adjunct professor of law at Georgetown University Law Center. Earlier in her career, she clerked for Justice Breyer of the U.S. Supreme Court and for Judge Silberman of the U.S. Court of Appeals for the D.C. Circuit. She is a 1994 graduate of Yale Law School and a 1991 graduate, magna cum laude, of Harvard University.

Manisha Singh - Assistant Secretary of State for Economic and Business Affairs

Manisha Singh is the new Assistant Secretary of State for Economic and Business Affairs. Prior to assuming her current role, she was the chief counsel and senior policy advisor to Senator Dan Sullivan.She served as DAS in what was previously the Bureau of Economic, Energy and Business Affairs and as a senior aide to the Senate Committee on Foreign Relations. In the private sector, she practiced law at multinational law firms and worked in-house at an investment bank. She earned an LL.M. degree in international legal studies from the American University Washington College of Law, a J.D. from the University of Florida College of Law and a B.A. from the University of Miami.

Krishna R. Urs - U.S. Ambassador to Peru

Krishna R. Urs of Connecticut is the new U.S. Ambassador to the Republic of Peru. Urs was formerly chargé d'affaires of Embassy Madrid, where he also served as DCM. He has extensive policy experience in the Andean region of South America and has served at seven embassies. He earned an M.S. from the University of Texas and a B.S. from Georgetown University. He speaks fluent Spanish as well as some Hindi and Telugu.

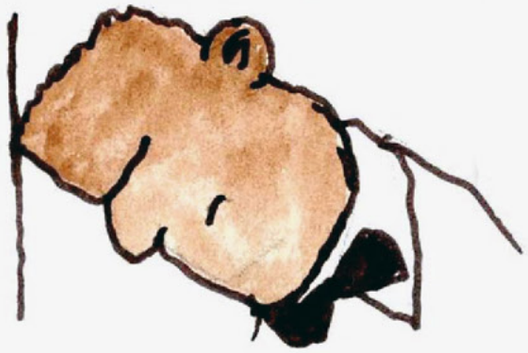
Mary K. Waters - Assistant Secretary of State for Legislative Affairs

Mary K. Waters is the new Assistant Secretary of State for Legislative Affairs. Waters, a lawyer and government official, formerly served as DAS in the Bureau of Legislative Affairs. Previously, she served as president of the North American Millers' Association, vice president for corporate relations with the Federal Agricultural Mortgage Corporation and assistant secretary for congressional relations at the Department of Agriculture. She spent 15 years as senior director and legislative counsel at ConAgra Foods. She earned her J.D. from the George Mason University School of Law and her B.A. in political science and communications from the University of Illinois.

LYING IN STATE: SOME FUNTASTIC FACTOIDS!

492

SECONDS FOR SUNLIGHT TO REACH THE EARTH AND, COINCIDENTALLY, AVERAGE NUMBER OF BIDDERS ON POSITIONS AT EMBASSY RITZOVIA



92%

OF MID-RANKED, MID-LEVEL FOREIGN SERVICE OFFICERS WEAR MID-CALF SOCKS

150

CALORIES BURNED BANGING YOUR HEAD AGAINST A WALL FOR AN HOUR - OR CLEARING THE ANNUAL REPORT ON GLOBAL AIR GUITAR PROLIFERATION

89%

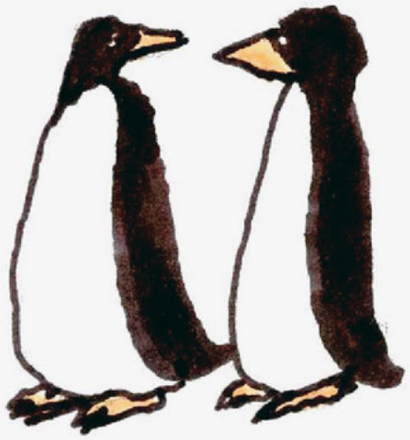
OF THOSE TAKING MANDATORY COUNTER-CUPCAKE TRAINING WOULD RATHER BE WATCHING CUTE CAT VIDEOS

3

OUNCES CAN BE SUPPORTED BY ONE HUMAN HAIR, BUT THEY WILL BE SUBTRACTED FROM YOUR AIRFREIGHT ALLOWANCE WHEN YOU TRANSFER.

18

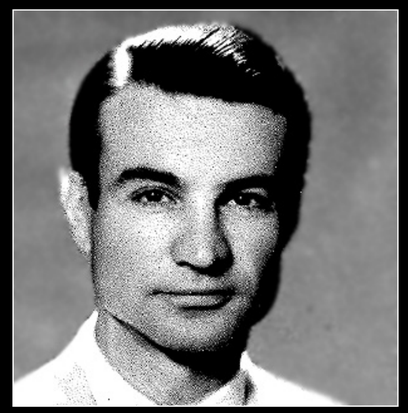
ANALYSTS HAVE CONCLUDED THAT THE LETTERS IN "STATE DEPARTMENT" CAN BE REARRANGED TO SPELL "NERDS ATTEMPT TEA"

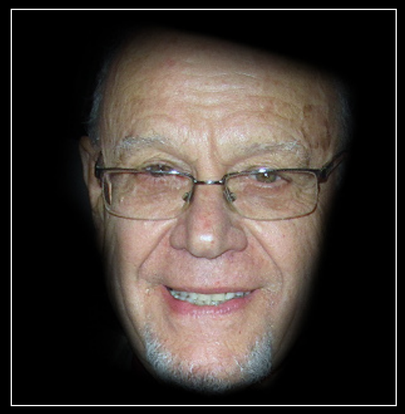


3%

OF THE ICE IN ANTARCTIC GLACIERS IS PENGUIN URINE, BUT THIS HAS NEVER BEEN RAISED IN A DEMARCHE TO THE PENGUINS.

In Memoriam





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 David-Kevin Bryant at bryantdt@state.gov.

In Memoriam

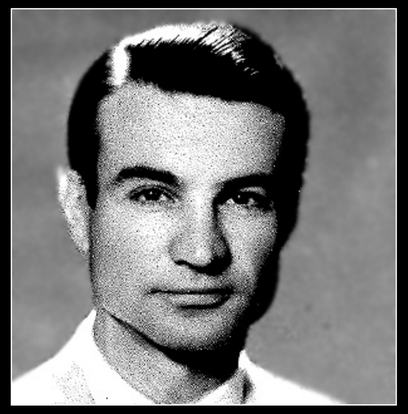
Bonnie Jean Bailey

Bonnie Jean Bailey, 75, of Columbus, Ohio, died Dec. 28. Her professional career began as an administrative assistant with Phillips Petroleum in Columbus. She eventually joined the Foreign Service and served at posts in Australia, England, Israel, Norway and Washington. She made friends everywhere and, although she traveled and lived throughout the world, her roots were always planted in Ohio with her family and close friends.

Return

In Memoriam

Christian Addison Chapman



Christian Addison Chapman, 95, of the District of Columbia, died Nov. 27. He earned a bachelor's degree in economics from Princeton University in 1949 and joined the Free French Air Force, flying missions over France, including the Normandy landing on D-Day. He joined the Foreign Service in 1950 and was posted in Casablanca, eventually serving in posts in Beirut, Saigon and Tehran. During his career, he was detailed to the National War College, appointed NATO's deputy secretary general for political affairs, directed the office of regional affairs for the Bureau of East Asian and Pacific Affairs, and was DCM in Vientiane and inParis. After retirement, he returned to the Department to serve on special missions to Bosnia and Cyprus.

Return

In Memoriam

John "Jack" Garney

John "Jack" Garney, 90, of Sun City, Ariz., died Oct. 21. He joined USAID in 1956 as a personnel officer in Addis Ababa. Later, he was promoted to executive officer and assigned to Guatemala, Honduras, Kenya, the Philippines, Tanzania, Thailand, Vietnam and Washington. After retiring, Garney returned to USAID and worked in Afghanistan, Botswana, Burundi, Czechoslovakia, Honduras, Pakistan, Somalia, Swaziland and Tanzania. In a 1965 interview, Garney told the Minneapolis Star Tribunethat he viewed his career "as a chance to do something humanitarian. It's certainly a matter of building up and not knocking down." After retiring, Garney pursued his genealogy by traveling to Canada and the Midwest for his research.

Return

In Memoriam

Herbert George Hagerty

Herbert George Hagerty, 85, of the District of Columbia, died Dec. 7. In 1954, he graduated from Columbia College with an A.B. in history and government and received an M.A. in South Asia regional studies from the University of Pennsylvania in 1956. He joined the Foreign Service in 1965 and served as a political officer in India, Norway, London and Islamabad, where he earned awards for valor during a protest in which the embassy was attacked and set on fire. He also served as DCM in Colombo. After he retired in 1990, he returned to the Department, teaching professional writing at FSI and consulting with government agencies on subjects ranging from narcotics to politico-military simulations to declassification of Cold War documents.

Return

In Memoriam

Betty Mein

Betty Mein, 95, of the District of Columbia died Oct. 4. She graduated cum laude from Pembroke College in 1944 and served in the United States Cadet Nurse Corps. She joined the Foreign Service in 1946 and, along with her husband, worked in Brazil, Guatemala, Indonesia, Italy, Norway and the Philippines. A career highlight included being hostess to General Douglas MacArthur and his wife when they returned to the Philippines in 1962. She was active in her church, singing in the choir up until the Sunday before her death. She also served as president of the Women's Missionary Society and started a group dedicated to working with patients from St. Elizabeth's Hospital. In her later years, she enjoyed traveling with Global Volunteers, Elderhostel and Church World Service, going on 27 different trips throughout the world.

Return

In Memoriam

Ralph Lawrence Nider

Ralph Lawrence Nider, 86, of Vienna, Va., died June 20. After serving in the Army in Europe, he graduated from the University of Padua, Italy, earning a Ph.D. in political science. He joined the Foreign Service in 1963 and served in Bangkok, Bonn, Hong Kong, Mexico City, Palermo, Rome, Toronto and Washington. Nider retired in 1989, devoting his later years to his children and grandchildren, as well as lecturing for the Foreign Policy Association Great Decisions Program and the Sheppard Center of Oakton, Va.

Return

In Memoriam

Louis George Sarris

Louis George Sarris, 94, of Chevy Chase, Md., died Jan. 27, 2017. He served in the Army as a combat medic during the Battle of the Bulge. Sarris was awarded the Bronze Star and the Soldier's Medal. He earned undergraduate and graduate degrees at the University of West Virginia in Middle Eastern studies, and while completing his doctoral coursework in 1951, began his career in the Department of State as a Civil Service officer. His native language skills led first to a position working on Greek affairs. Later, he worked in the Office of Analysis for East Asia and the Pacific in the Bureau of Intelligence and Research, where he would serve in various capacities until his retirement in 1987. Sarris became an expert on Indochina during the years preceding U.S. involvement in Vietnam and published a number of books during his tenure. Sarris lectured, wrote and taught on U.S. foreign policy and government at the University of Maryland, Notre Dame, the Council on Foreign Relations, the National and U.S. Army War Colleges, the Washington Center and FSI.

Return

In Memoriam

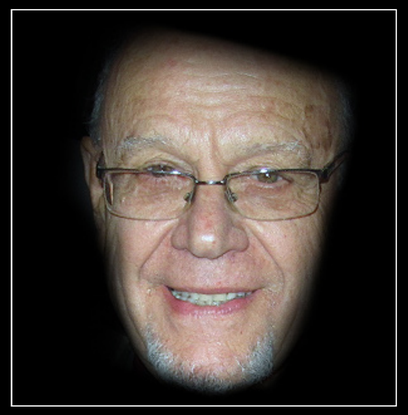
Elma Udall

Elma Udall, 100, died Oct. 9 in Tucson, Ariz. She worked for the Foreign Service as an executive assistant, serving in Berlin, Budapest, Helsinki, London, Stockholm, Moscow and Vientiane. She retired in 1979, proudly sharing wonderful stories of her travel and becoming the Udall family historian and genealogist. She connected generations of Udalls and their relatives from England to the United States.

Return

In Memoriam

Albert Louis Zucca



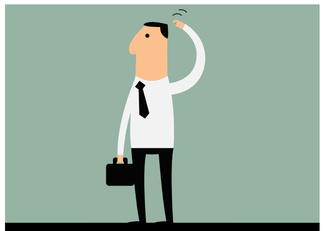
Albert Louis Zucca, 86, died Oct. 7 in West Palm Beach, Fla. He served in the Army from 1952 to 1954, during the Korean War. After graduating from Georgetown University's School of Foreign Service, he served as an FSO in Colombia, Honduras, Kenya, Singapore and Italy. He retired in 1983 and engaged in international consulting with the World Bank, USAID and Central American business associations. In West Palm Beach, he was involved in social ministry work for St. Juliana Catholic Church.

Return

Deputy Secretary Headlines Anti-Harassment Seminar

Deputy Secretary of State John J. Sullivan addresses employees during the Office of Civil Rights' Jan. 11 Harassment in the Workplace Seminar. Pictured from left to right: Deputy Secretary Sullivan, Attorney Advisor Pamela Britton (S/OCR), Deputy Assistant Secretary Steven Walker (DGHR), Supervisory Special Agent Jason Kephart (DS/OSI). ▫

State Department photo



Ethics Answers

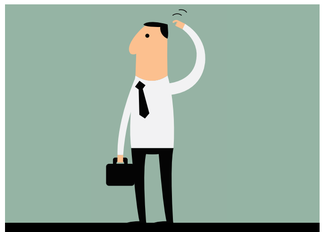
Retirements

TAP Image to Read Story

U.N. Ambassador Visits African Union

U.S. Ambassador to the United Nations Nikki Haley met with the African Union Commission's acting chairperson, Minata Samate Cessouma, Oct. 23 at A.U. Headquarters in Addis Ababa, Ethiopia. Haley said the United States sees its A.U. partnership as a source of "wisdom and leadership" for the continent and endorsed enhanced U.S. cooperation with the A.U. ▫

State Department photo



Ethics Answers

Retirements

TAP Image to Read Story

Arts Against Abuse

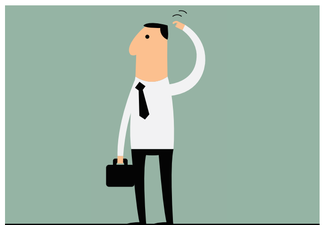
Qiniso Motsa, a spoken-word artist, musician and 2017 Mandela Washington Fellow, delivers a passionate, live-performance poem at the third annual Arts Against Abuse concert in Swaziland. A partnership between the U.S. Embassy in Swaziland and Kwakha Indvodza, a Swazi NGO focused on engaging with men on gender issues, facilitated the Dec. 9 concert. It was the culmination of Embassy Mbabane's 16 Days of Activism Against Gender-Based Violence campaign, which also included chats with university students on consent and a "Walk a Mile in Her Shoes" march seeking passage of the Sexual Offenses and Domestic Violence Bill.

Photo by Shaun de Sousa

TAP Image to Read Story

58-Year Department Veteran Among Those Honored at Retirement Ceremony

Assistant Secretary of State for Intelligence and Research Daniel B. Smith congratulates Ambassador James Peter Zumwalt on his retirement. Smith officiated the ceremony. Approximately 140 employees who retired during 2017, plus their guests, attended the event at Main State in December. The ceremony recognized 2017's longest serving retiree, Roland Wilkes, a veteran of 58 years of service. The ceremony was followed by a reception in the Benjamin Franklin Room. *Photo by Michael Gross*



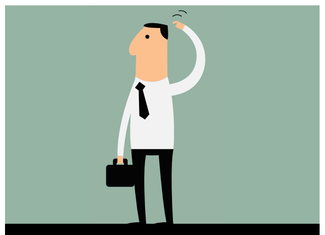
Ethics Answers

Retirements

TAP Image to Read Story

Embassy Helps Preserve Slave-Ship Wreckage

Mozambican archaeologist Yolanda Teixeira Duarte, left, and Embassy Maputo Public Affairs Officer David S. Feldmann inspect the remains of a 16th-century shipwreck off the coast of Ilha de Moçambique. Their dive was part of a site monitoring visit to the Slave Wrecks Project in Mozambique, which is partly funded through a grant from the Ambassador's Fund for Cultural Preservation and helps preserve more than 10 wrecks of ships that carried slaves from the 1600s to the 1800s. *Photo by Ricardo Teixeira Duarte*



Ethics Answers

Retirements

TAP Image to Read Story

Retirements

Civil Service
Allen, Tami Tha
Anderson, Pamela J.
Balton, David A.
Bernhard, Jeannette D.
Brawner, Barbara D.
Brooks, Johnny D.
Burns, Deborah M.
Castro-Sanchez, Iris Y.
Colbert, Sharon E.
Colby, Cindy
Colby, Donald R.
Davis, Richard A.
Evans, Patricia A.
Fitchett, Theresa S.
Hastings, Lilly S.
Hunt, Yolanda M.
Jdanowski, Daniel R.
Logan, Laurie J.
Maxwell-Huntley, Felicia Dianne
Minor, James T.
Nilsson, Brian H.
Pasatiempo, Gary A.
Perry, Kenneth C.
Randolph, Stephen P.
Schwingler, Bruce C.
Shaw, Patricia
Sorenson, Robert Austin
Taylor, Deborah V.
Thomas, Sherlinda D.
Tibbs, Larry Monroe
Warner, Edward S.
White, Violetta Stancheva
Williams, Carl L.
Williams, Myron E.

Foreign Service
Bodde, Peter W.
Campbell, David S.
Chalkley, John Mark
Cox, Suzanne L.
Crevier, Justin C.
Hall, Sarah C.
Jay, Jerry A.
La Lime, Helen R. Meagher
Lee, Gregory S.
Long, Kim Michelle
Mateyov, Brian W.
Miller, Gina L.
Nakpil,Victoria Ledda
Pratt, Samuel Otis
Quanrud, Pamela G.
Ridnour, Daniel C.
Riley, Timothy J.
Ronish, Shane T.
Scheppman, Joseph G.
Sibal, Jack G.
Sindelar, Jocelyn M.
Taylor, Steven C.
Vaughn, Debbie M.
Wiggins, Frontis B.
Youmans, Bruce A.

TAP Image
to Read Story

Ethics Answers

Q: My friends and family post a lot of content on social media about topics like taxes, gun rights and foreign policy. Recently, a colleague told me that because I'm a federal employee, I'm not allowed to post anything political on social media. Is that true?

A: Generally, that is incorrect. While the Hatch Act applies to social media and imposes some restrictions on federal employees' social media usage, those restrictions are generally limited to on-duty activities and any fundraising (both during and after duty hours). Under the Hatch Act, federal employees cannot post, like, retweet or otherwise disseminate social media content aimed at the future electoral success or failure of a political party or candidate while they are on duty, in a federal office building, or using their official title. So, while you're in the office, don't retweet a campaign tweet on your personal Twitter account. While you're attending an official function on behalf of the Department, don't post your feelings on Facebook about which party should win an upcoming election. In addition, federal employees are never allowed to post, like, retweet or otherwise disseminate fundraising messages, including over social media. Never like or share a friend's Facebook post asking people to donate to a campaign. Apart from these restrictions, federal employees are allowed to express their feelings on social media about political figures and issues of the day during nonwork hours.

Note that Department employees abroad, political and presidential appointees, and career SES employees are subject to greater restrictions on their partisan political activities. Furthermore, there are additional guidelines in 3 FAM 4170 for public communications of Departmental concern.

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

TAP Image to Read Story

End State

A young girl walks through a corridor lining the entrance to Al Alam Palace, the royal residence of Oman's leader Sultan Sayyid Qaboos bin Said Al Said.
Photo by Isaac D. Pacheco