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National Hispanic Coalition of Federal Aviation Employees

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Post-Conference Edition

Volume 11 | October 2023



Save the Date!



NHCFAE Annual Training Conference Las Vegas: August 20-22, 2024



National Hispanic Coalition of Federal Aviation Employees "Con Orgullo en Nuestra Hispanidad"

NHCFAE
PO Box 23276
Washington, DC 20026-3276
www.nhcfae.org

Mission

The National Hispanic Coalition of Federal Aviation Employees is a professional, diverse organization that focuses on advocating career placement and advancement through support, education and alliances.

History

Established in 1978 in an effort to provide a network for Hispanic employees of the Federal Aviation Administration (FAA) and the Aviation Industry. It became a national organization in 1983. Today, the Coalition is the chief advocate

for issues affecting Hispanics in the FAA. The Coalition derives its support from membership dues, corporate sponsorships and private donations.

Officers

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Vice-President, John Espinosa
Director of Administration, Náleé Romero
Director of Education, Hilda Banda
Director of Public Affairs, Susie Diaz
Director of Resources, Erik Salazar

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Susie Diaz, Erik Salazar & Misty Peña

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Message from the NHCFAE President



Dear FAAmilia,

Welcome to our post-conference edition of FAAmilia magazine. We are thrilled to share the highlights of our time in Seattle this year, where our members, partners and executives came together from across the nation for three days of exceptional training and camaraderie. The unity and passion exhibited by our National Hispanic Coalition of Federal Aviation Employees (NHCFAE) FAAmilia was truly inspiring.

One of the most remarkable aspects of this conference was the unwavering support we received from all lines of business within the FAA. It's a testament to our shared commitment to diversity, equity, and inclusion, and I'm incredibly proud of the collaboration and synergy we witnessed. I want to extend our heartfelt appreciation to our corporate sponsors for their invaluable support. Their contributions played a crucial role in making this event a resounding success, and we are truly grateful for their partnership.

To all of you who attended, your presence and active participation made this conference exceptional. The exchange of ideas, the connections forged, and the knowledge gained were all essential in advancing our mission. For those who couldn't join us this time, I invite you to mark your calendars for next year's conference in Las Vegas from August 20-22, 2024. We're already looking forward to another incredible gathering, and we hope to see you there. Information is available on our website: www.nhcfae.org

Thank you all for being part of the NHCFAE family, and here's to the continued growth and success of our organization.

Warm regards,

A handwritten signature in blue ink, reading "Oscar A. Torres".

Oscar A. Torres
President, NHCFAE

Editor's Message

Hola mi FAAmilia,

I hope everyone had a wonderful summer!

Welcome to our post-conference edition of FAAmilia magazine.

For those that were able to attend the conference, I truly hope you had a great time being with FAAmilia! Personally, I always enjoy seeing and meeting all of my FAAmilia.

If you attended, you should have already received an email from our Director of Education, Hilda Banda, with your training certificate of completion. Make sure you work with your training coordinator to submit it in eLMS to get credit.

In this post-conference edition, you will be able to read all about what went on at our conference, including member awards, sponsors, speakers, photos and more.

Our scholarship recipients will be featured in our next volume of FAAmilia magazine.

Being a member from the Western-Pacific chapter, I can tell you we have already started planning for the 2024 training conference in Las Vegas. We have a great conference team, and we are ready to give it our all again. Be sure you make plans to join us August 20-22, 2024 at the Flamingo!

Abrazos,

Susie Diaz

National Director of Public Affairs

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SCAN ME



2023 Annual Training Conference

Gracias FAAmilia!

On behalf of the Regional Chapter Directors, Karla Valdez from Northwest Mountain, and Nat Perez from Western Pacific, we thank you all for joining us for our 43rd annual NHCFAE training conference in Seattle from August 1st – 3rd, 2023. We thank you from the bottom of our hearts. As we packed all the items away after the conference, we left Seattle with our hearts filled.

“Unidos to Reach New Heights!” was our theme, and we believe we fulfilled it with all of you being part of this year’s annual training conference. We hope everyone also left with your hearts filled and got to meet new FAAmilia, as well as reconnect with old FAAmilia.

Our annual training conferences are always jam-packed with many great speakers. And yes, they are three full days of lots of information. Full days that give us that positive motivation to always keep going. Many employees attended from several different FAA lines of business, and I can tell you that we all have learned from each other. At the end, that is who we are, “FAAmilia”!

We hope you all enjoyed everything, including visiting our sponsors, receiving your goodie bags with annual t-shirt, the presidential reception, the early morning fun walk/run, the evening on the boat cruise and our “Hollywood Glam” banquet.

We are happy to announce that our energy keeps going as we have proceeded with our conference committee for 2024. We are energetic to give everyone an awesome 2024 annual training conference.

Western-Pacific Chapter looks forward to hosting the 2024 Annual Training Conference in Las Vegas.

Once again, we thank you for attending!

Karla Valdez, Northwest Mountain RCD
Nat Perez, Western-Pacific RCD



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Conference Overview



The 2023 conference theme “Unidos to Reach New Heights” was more than just a theme, but also our motto. The logo design illustrates many elements. The unique concept of Mount Rainier in the background escalating above the Seattle skyline, with the iconic Space Needle to demonstrate monumental and rising symbols achieving an elevated stature. You may also notice a bridge, the Golden Gate Bridge, which symbolizes both the idea of achieving a monumental stance and the recognition of the support from the Western-Pacific Chapter as co-host. We see an airplane soaring above all as our organization revolves around aviation, which is the vessel to take us to new heights. You may notice the skyline which is blended with different colors representing our diverse organization that comes together to make a unique sight that rivals those stunning Seattle sunsets. Finally, we see a ring of green around the logo representing Seattle, which is known as the Emerald City.



Logo designer/artist: Esmeralda Valdez, 24 years old, who is pursuing her career in graphics design. Daughter of Karla Valdez, Northwest Mountain Chapter RCD.

This year, two regions joined together to co-host the 2023 annual training conference. Karla Valdez, Northwest Mountain Regional Chapter Director, and Nat Perez, Western-Pacific Regional Chapter Director.



Special thanks to Kristan Villegas, Corporate Sponsor Chair. Without her, we wouldn't have all the support from our sponsors. Also, a shoutout to Blue Cross Blue Shield, who sponsored our conference goodie bags, and Skyone Credit Union, which sponsored part of our evening boat cruise.

Also, this year for the first time everyone that registered received a 2023 conference t-shirt. This year the goodie bag was a “wellness bag”, which Blue Shield Blue Cross sponsored. Inside the bag there was a shaker bottle, a gym towel, healthy snacks, Seattle keychain, notepad, and conference lapel pin.

This year we had two Masters of Ceremony, Omar Labra and Kimberly Nolan. Both are members from Northwest Mountain Region. They did a great job during the three days!

Thank you to all the Regional Chapter Directors (RCDs). We are thankful for your dedication and volunteer time to support our NHCFAE FAamilia's vision and mission.

Javier Quiñones, Aeronautical Center

Karla Valdez, Northwest Mountain

Nat Perez, Western-Pacific

Freidy Lazala, Southern

Lydia Gomez-Martinez, Southwest

Karen Perez, Capital

And finally, a special thanks to our NHCFAE Executive Board for the countless hours you spend volunteering your time for the organization.

Oscar Torres, President

John Espinosa, Vice-President

Erik Salazar, Director of Resources

Susie Diaz, Director of Public Affairs

Hilda Banda, Director of Education

Laurie Ortiz, Director of Administration





Conference Fun Run & Walk

Susie Diaz, National Director of Public Affairs

After a busy first day of training and socializing with our FAAmilia, and having a late night of catching up, we were crazy to think we would get up early for the morning fun walk/run event that the conference committee planned!

This is something different that we haven't done before, so I thought it would be fun to participate. I knew I had to show my support. The morning run went along great with our "wellness" themed goodie bag.

In the beginning, some of us were like, "there's no way I will get up early and do this" and "who thought up this crazy idea?" We asked whoever was going to participate to be ready in the lobby by 6am.

As I put my tennis shoes on, I was dragging to be outside at 6am, but excited to see who actually was going to participate. To my surprise, there were several of us in the lobby waiting. We were all wearing our conference t-shirt, which I thought made us look super cool, like we were actually a running team.

We took a group photo in the lobby before we started. As we went outside and down the hills of downtown Seattle, some of us started jogging, running and walking. We told each other to meet by the pier for a group photo. We enjoyed the company going downhill, talking and taking photos. Once we were by the pier, we were all in front of the fire station and decided to ask one of the firemen to take a group photo. He loved the idea of our FAAmilia doing a morning fun walk/run.

After the group photo, some of us decided to head back and some decided to stay a little longer. Heading back to the hotel was a little bit more of challenge because it was uphill.

After we all headed back to our rooms to get ready for another full day of training, we passed out bracelets for those that participated. I heard a lot of great compliments about this event, and loved to hear that everyone had a great time, even though we had to get up early. Even those that missed it, regretted it because they heard everyone had a great time.

Para la otra FAAmilia, don't miss out!







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My First Conference

Tony Garcia, Western-Pacific Deputy Regional Chapter Director

I've been an NHCFAE member for some time now, however, I had not attended a national training conference before this year. Thanks to my office's travel funding support, work, and home schedule availability, I was able to attend this year's conference in Seattle.

I not only met fellow NHCFAE members from other chapters, but met various and diverse training conference speakers as well. As a result, I've created new friendships and have gained valuable knowledge that I may use to enrich my FAA career or elsewhere. In addition to attending the conference, I really enjoyed being part of the "planning committee" before-hand and voluntarily operating the audio/visual equipment for the three-day event.

So, am I going to attend next year's NHCFAE training conference in Las Vegas, August 20-22? You "bet" I am! I don't want to miss a chance to meet more great people, listen to experienced and diverse speakers, and have an opportunity to be involved in planning, as well as serving in whatever capacity is needed to make this upcoming event a success. I invite and encourage all of you to do the same! "Unidos to Reach New Heights!"





NATCA Proudly Supports the NHCFAE Annual Training Conference in Seattle Washington

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It's a White Party!

Susie Diaz, National Director of Public Affairs

On Wednesday, August 2, 2023, the conference committee hosted a beautiful evening on a boat cruise through Lake Union in Seattle with a white attire theme. After a full day of training, we all needed a little vitamin D. It was a surprisingly warm day out in Seattle. Those that were able to join us for the boat cruise met in the hotel lobby, where our chartered tour bus took us down to the Waterways cruise port to board the Olympic Star.

As we arrived in our white attire, everyone looked fresh and excited to be out on the water enjoying the views while we cruised around the Puget Sound. The Olympic Star had two levels, where everyone had plenty of space to walk around. We sipped on drinks and ate appetizers as we enjoyed the evening with each other and took in the beautiful views.

Special thanks to our partner, Skyone Federal Credit Union, for helping to sponsor the boat cruise. It was a memorable evening for all!



Conference Recap



Conference Session Summaries

Justin Perez, Southwest Chapter Member

Conference attendee, Justin Perez, created a recap of the conference sessions for his management team in AHR. Below is a summary of several of his key takeaways.

FAA Acting Administrator - Polly Trottenberg (Welcome Video)

Welcomed the NHCFAE and congratulated the Coalition on the continued progress that has been made. She gave her gratitude and affirmed her continued support to the Coalition now and in the future. Around six percent of the FAA workforce is Hispanic/Latino and she is very pleased with that number, but of course would like to see that percentage gradually increase over time.

Chief Operating Officer ATO - Tim Arel

What can you do to help the agency with recruitment and outreach? Continue to spread the word and educational awareness. Aviation is back and strong, so we need more professionals on board. We need diversity in our professional environment. We need to acknowledge our challenges, but not forget our accomplishments. Committed to full transparency and look forward to the training sessions this week.



Regional Administrator for Northwest Mountain - Grady Stone

Welcomed us to Seattle. Excited to have the Coalition hosting the conference in the Northwest Mountain Region. We need to rely on building networks and guidance. Everyone has a different career path and that is okay. Be okay to step out of your comfort zone and take that step because you are going to have a fork in the road. Every mentor has different style, but they do offer guidance and value. There is nine-month mentorship program in the Northwest Mountain Region and it is a very special program that means a lot to them. Look at the opportunities you have within the FAA and take advantage of those opportunities by continuing to step out of your comfort zone.



PASS President - Dave Spero

Dave welcomed all PASS members in attendance. 100 percent support the Coalition and the work it does for the community and for PASS. The presence of PASS is evident across the FAA. PASS recognizes that race, sexual orientation, and diversity is crucial within the agency and fully supports to represent those individuals. Ensure that collective bargaining agreements are followed and enforced, while at the same time following agency guidelines. Currently in the works of closing two new collective bargaining unit agreements. PASS is also currently working with Congress regarding FAA funding, staffing, and workforce models. Every government employee is essential. New telework policy is one of major issues PASS is battling as we speak. As you all know the FAA Administrator and senior executives have sent out the broadcast message regarding the new telework policy. PASS objected to

that policy and filed a national grievance. Have had at least three meetings with FAA leadership and believes PASS is being heard and making some progress on the issue. Currently awaiting agency responses.

“Unidos to Reach New Heights”



Conference Session Summaries

Justin Perez, Southwest Chapter Member

Associate Administrator for Commercial Space - Kelvin Coleman

Aerospace Transportation (AST) is really booming. Stay the course and you can go far in your career. Mission is to protect the public. We should see 100 launches this year in space. We are currently at 87 launches as we speak. A lot is happening with Commercial Space. Our job is to protect the public from the machines that go “boom.” We try to contain the debris in one general area. Currently bringing on new employees/hires as we speak. Staff is mostly engineers, management & program analysts, environmental specialists, etc. Let’s pride ourselves on being a diverse organization. Nine percent of their employees are of Hispanic/Latino decent and would like to improve that number. Recently licensed their first U.S. launch in United Kingdom. Unfortunately, it was unsuccessful, but the license was at least established. Very highly respected in international activities/organizations and have a great international program.



Director, Civil Aerospace Medical Institute (CAMI) - Melchor J. Antunano

The future is now, don’t resist it, embrace it. The CAMI strategic outlook includes multiple paths converging to a common destination. Unmanned Aerial System (UAS) is the most common term with CAMI. A lot of improvement with drone technology has been introduced. There were 855,860 drone registrations in 2023. Drones have been delivering medical supplies to patients’ homes and hard to reach locations. Estimated drone injuries have been declining each year with advancement of technology. There was estimated 600 drone injuries in 2023. Urban Airport Air-One, located in the United Kingdom, has first unmanned drone airport. There is research currently being conducted to see if an aircraft can be reduced from two pilots to one pilot, and research is furthermore being conducted to zero pilots (unmanned). There are still significant challenges with unmanned technology, but CAMI will not stop researching/advancing/improving to help further aviation industry.

Executive Director of Administrator for HR Management - Heather Fernuik

First item on the agenda was talking about expanding diversity and hiring within the Hispanic/Latino culture. Together Everyone Achieves More (TEAM), DEIA Implementation Plan, AHR-ACR Collaboration, and improve leadership. Outreach is very important, which is how we can recruit impressive talent. MSI program is making improvements/advances daily through Gateways, AHR funded summer only, centralized processing, and LOB/SO centralized programming. In 2023, the FAA had 232 interns located throughout the FAA duty locations. Program sized increased by roughly 12.6%. Expanded partnership: Talent Ambassador Program (TAP) will be released in the fall of 2023.



Deputy Administrator for Civil Rights - Anthony Cummings

ACR Partnership with NHCFAE. Continuing outreach and community engagements, establishing new elevate mentorship program, expanding efforts to connect to Hispanic Serving Institutions, and Championing DEIA Work. FAA Special Emphasis Programs:

cont...

Conference Recap



Conference Session Summaries

Justin Perez, Southwest Chapter Member

- Hispanic Employment Program
- Black Employment Program
- Federal Women's Program
- People with Disabilities Program

Inclusive is word that means a lot to the Office of Civil Rights. Recently in June of this year, ACR hosted a day of inclusion with all the management team of the FAA Special Emphasis Program. Inclusion is not exclusion.

Since FY 2019 the FAA workforce has increased in its representation of Hispanic/Latinos by over 600 employees.

Training "Speed" Mentoring Training Participants:

Each of the executive mentors were given a set of questions that attendees could ask them. The mentors then rotated from table to table every 10 minutes.



- What talents or strengths do you rely most in your daily life as leader?
- How do you keep your feelings separate from your decision-making?
- What is one characteristic that you believe every leader should possess?
- Do you have any books that you would suggest I read?
- What's the most important leadership lesson you've learned and how is it valuable?
- How did you build the skill of speaking so engagingly in front of others?
- What new skills do I need to move ahead?
- What advice would you give someone going into a leadership position for the first time?
- What are some hard choices that you made to get where you are in your career?
- What's the best advice you can give to help someone move their career forward?

FAA International Program and Leadership - Nicholas Reyes, Director, Western Hemisphere Office

The Global Leadership Initiative (GLI) aims to improve safety, air traffic efficiency and environmental sustainability across the globe through an integrated, data-informed approach that shapes global standards, enhances collaboration and harmonization, and better targets the FAA resources and efforts.

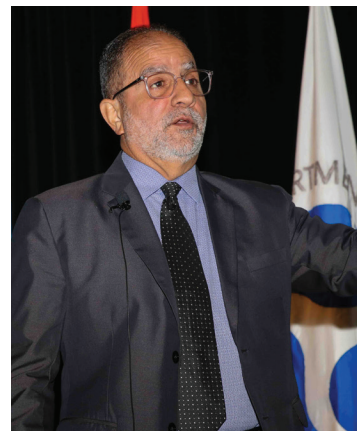
FAA International Strategy:

The GLI is strengthening the FAA's approach to international engagement and leadership. The FAA's international strategy guides FAA international engagement by enhancing the FAA's ability to optimally allocate international resources to achieve U.S. objectives. The GLI vision and mission statements are:

GLI Vision: The FAA is recognized and respected as the global leader in aviation.

GLI Mission: The FAA will exercise leadership, use a risk-based strategy, and support U.S. interest while conducting international activities.

The international strategy provides a multi-year approach for coordinating and executing FAA's international activities and engagement. It describes how the FAA is adapting its international efforts to address global challenges and achieve U.S. aviation objectives. The intent of this strategy and associated regional priorities is to help coordinate direction with FAA's international engagement that is outside of the FAA's regulatory oversight and responsibilities.



“Unidos to Reach New Heights”



Conference Session Summaries

Justin Perez, Southwest Chapter Member

No one is going to plan your career for you - Ruth Hurtado

This workshop will empower you with tools and strategies to take your career into your own hands. Develop a deep understanding of your strengths and weaknesses. Set realistic goals aligned with your passions. Take steps towards achieving your goals. Maximize your potential for success. Cloverleaf is a career development program available via eLMS.

- Explore your passion
 - Identify your interests, values, and interests.
 - Figure out what you enjoy doing and what you don't.
 - Pursue opportunities that align with your passions.
 - Always stay up to date with industry trends.
- Develop a personal brand
 - Identify your unique selling points.
 - Leverage your skills and expertise.
 - Differentiate yourself from competition.
 - Define your career story.
- Building a powerful network
 - Identify people in your industry who inspire you.
 - Attend industry events and conferences.
 - Connect on social media platforms.
 - Reach out to mentors and advisors.
- Take risks
 - Take on challenging projects.
 - Pursue opportunities outside of your comfort zone.
 - Learn from failures and use them to improve.
 - Embrace change and adapt to new situations.
- Leave an impactful legacy
 - Define how you want to be remembered.
 - Identify ways to contribute to your community and industry.



The CEO in You - Migdalia Gonzalez, FAA Hispanic Employment Program Manager



Tap into your inner CEO. No one can stop you but you. You have to know where you're going so you don't repeat the mistakes you made in the past. When you think of your favorite leader or someone who has made an impact in your life, what word comes to mind? Why? What drives you? What is important to you? You need to have a trusted board/group of people that you can vent to and feel comfortable around. What kind of leader do you want to be? Do you know what your leadership style is? Learn and develop leadership qualities. Lead by example. Communication and the 7 C's:

- | | |
|-----------|------------|
| -Clear | -Complete |
| -Concise | -Courteous |
| -Concrete | -Coherent |
| -Correct | |



REACHING NEW HEIGHTS!

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As the industry weathered the pandemic and recovered, PASS-represented employees never lost sight of the FAA's mission. And PASS never lost sight of the need to protect them!

**Together we are united
to reach new heights!**

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2023 National Award Recipients



Executive of the Year
Jill Brown



Member of the Year
Karla Valdez



Member of the Year
Nat Perez



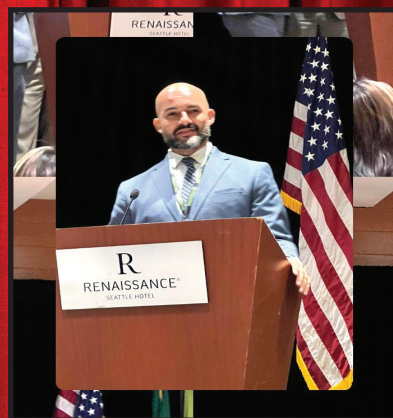
Chapter of the Year
Western-Pacific



Officer of the Year
Laurie Ortiz



Presidential Award
Migdalia Gonzalez



Thank You Award
Franco Ayala



Manager of the Year
Jim Duskow



Thank You Award
Tamara Sabalier

*** Not pictured: Thank You Award - Raul Garza**

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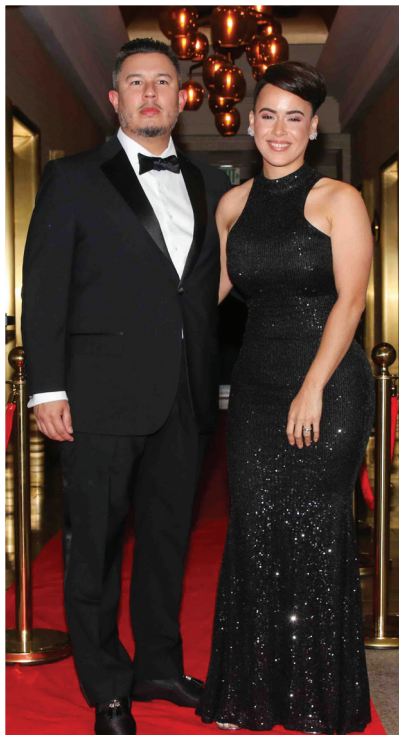
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