



Letter from the Chair

A year of renewal and reformation, 2012 was a signature time for the National Council of Hispanic Employment Program Managers (NCHEPM).

As we continued to execute our mission of advocacy for the improvement of Hispanic participation in the Federal government, the NCHEPM welcomed new challenges and opportunities by reinstating a full Executive Board and amending its Constitution and By-Laws, striving for a broader reach across the nation.

From multiple organizations, Federal and non-Federal, our membership continues to grow as does the remarkable commitment of many members, associates, and partners willing to share their expertise for the benefit of the Hispanic community and the public. Many have shared a wealth of knowledge in a myriad of subjects through the Council's well-regarded "Take-Away" presentations during our monthly meetings. Presenters discussed topics on developing model Hispanic employment programs, veteran employment initiatives, conducting virtual outreach sessions, developing educational partnerships, understanding Hispanic demographics and much more. These presentations provided an excellent opportunity for the audience to take back to their organizations and immediately implement the ideas shared as a proactive method of impacting change.

The attached newsletter is the first of many seasonal newsletters for wide distribution to our members, partners, and associates with information about past and future endeavors coordinated by the Council and other external organizations. It will also serve as a bulletin board of sorts for those interested in remaining abreast of the Federal government's agenda pertaining Hispanic Americans.

Though our commitment to the Hispanic community remains strong, it is important to note that every Council member, partner, and associate is instrumental in the preservation and continuance of the Council, hence, I encourage those of you who have not yet joined the NCHEPM to complete a membership form on our website (www.nationalcouncilhepm.net). We welcome your participation. I also encourage you to follow us on LinkedIn, Facebook, and Twitter (@NatCouncilHEPM).

I am proud of the Council's accomplishments, excited about its future, and grateful to each and every individual who contributed in making 2012 another memorable year. We have come a long way, yet there is much more to be done. – On to 2013!

Sincerely,

Ismael Martinez, National Chairperson, NCHEPM

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EXECUTIVE BOARD

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YEAR IN REVIEW

On behalf of the National Council of Hispanic Employment Program Managers (NCHPEPM) Executive Board, we thank you for your continued collaboration and support of the Council's mission to improve Hispanic representation in the Federal government. As a result of your unwavering support, we are pleased to provide an overview of our 2012 End-of-Year Accomplishments.

MONTHLY MEETINGS

The NCHPEPM successfully hosted twelve general monthly meetings, welcoming an average of 20 to 40 members per meeting. These members represented Federal agencies as well as national and local organizations, taking part in dialogues pertaining to barriers and opportunities for Hispanics in the Federal government in employee selection, career progression, succession planning, and development. Some highlights include:

- **Developing a Model Hispanic Employment Program** by Ismael Martinez, NCHPEPM Chair
- **League of United Latin American Citizens (LULAC) Federal Training Institute (FTI) Overview** by Sara Clemente, Director of Federal Affairs
- **Student Pathway Overview** by Julie Saad, Office of Personnel Management
- **Demographic Status of Hispanic Americans in the Nation** by Merarys Rios and Yesenia Acosta, U.S. Department of Commerce, U.S. Census Bureau
- **Veteran's Employment Initiatives** by Hakeem Basheerud-Deen, Office of Personnel Management
- **Virtual Outreach "Step-by-Step"** by Kimberly Castillo, NCHPEPM First Vice Chair
- **Government-Wide Discussion on Current Activities Regarding the 2012 Hispanic Heritage Month (National theme "Diversity United, Building America's Future Today")** by Graciela Duran-Briceño, NCHPEPM Secretary
- **Educational Partnerships** by Dr. Carlos Manduley, U.S. Department of Transportation, Federal Aviation Administration
- **NCHPEPM Employment Committee Overview** by Magda Gomez, NCHPEPM Employment Committee Chair
- **Hispanic Employment Program Cross Walk/Hispanic Strategic Plan** by Arlene Gonzalez, U.S. Department of Veterans Affairs

PARTNERSHIP WITH OPM

The NCHPEPM engaged with OPM to establish a Memorandum of Understanding (MOU) addressing Hispanic employment and advancement in the Federal government. The MOU is expected to be signed and implemented in Fiscal Year 2013.

HISPANIC HERITAGE MONTH

The NCHEPM successfully solicited nominations, voted, and selected the 2012 National Hispanic Heritage Month winning theme: "Diversity United, Building America's Future Today" submitted by Luis Rivera Rios from the U.S. Army Corps of Engineers, Louisville, KY.

EXPANSION AND INNOVATION

The NCHEPM revised and updated the Constitution and By-Laws. Changes included expansion to allow membership participation throughout all U.S. geographical locations and expanding the definition of a member to include partners and associates.

The NCHEPM effectively utilized the NCHEPM list-serve to distribute monthly meeting invites, announced new postings, and upcoming network events/activities.

The Council updated its webpage www.nationalcouncilhepm.net

As an active member of the Office of Personnel Management (OPM) Hispanic Council on Federal Employment (NHCFFEE), the NCHEPM Chair provided members, partners, and associates updates on issues impacting the Hispanic community.

2012 LULAC CONFERENCE

The NCHEPM Executive Board successfully engaged members to participate in the 2012 LULAC Conference, the Federal Training Institute, and the Hispanic Employment Symposium of which over 70 Federal employees benefited from attending a series of developmental and technical workshops. These workshops were:

- **Leadership** by Vilma Colon, President, Transition Matters Inc.
- **Model Hispanic Employment Program (HEP)** by Ismael Martinez, NCHEPM Chair
- **U.S. Department of Education's College Finder and College Navigator** by Glorimar Maldonado, Chief of Staff, White House Initiative on Educational Excellence for Hispanics, U.S. Department of Education; Ora Alger, Diversity Program Manager, Equal Opportunity Employment Services, U.S. Department of Education
- **Management Directive (MD) 715** by Dexter Brooks, Director, Federal Sector Programs, Equal Employment Opportunity Commission
- **Veteran Employment Initiatives** by Hakeem Basheerud-Deen, Manager, National Programs, U.S. Office of Personnel Management; Felipe Garcia-Santos, Regional Veterans Employment Coordinator- Region 11, U.S. Department of Veterans Affairs; Crystal Williams, Departmental Hispanic Employment Program Manager, U.S. Department of Health and Human Services
- **Pathways Programs; Recruiting and Hiring Students and Recent Graduates into Federal Careers** by Julie Saad, Program Analyst, U.S. Office of Personnel Management
- **Hispanic Employment: Today's Challenges and Successful Practices** by Ms. Jacqueline Padrón, Diversity and Inclusion Program Manager, U.S. Department of Agriculture
- **Speed Mentoring (Networking)** by Kimberly Castillo, NCHEPM First Vice Chair

2013 AND BEYOND

We have accomplished so much yet there is much more to do in the months and years that follow. The NCHEPM is committed to the Hispanic community, to our fellow Federal employees, and to our mission which we will pursue in the hopes of making the Federal government a more diverse and inclusive employer.

Stay tuned!

NCHEPM EXECUTIVE BOARD

Ismael Martinez
Kimberly Castillo
Alfrida Coombs

Graciela Duran-Briceño
Veronica Vazquez
Christopher Hoppe

Magda Gomez
Cristina Bartolomei
Arlene Gonzalez

HISPANIC HERITAGE MONTH

Low-cost Planning

Each year, government agencies observe National Hispanic Heritage Month from September 15 to October 15, celebrating the contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America. With budgetary constraints in the Federal government and the current economic and political atmosphere, government spending is increasingly scrutinized – all the more when it comes to monthly observances.

How can we plan successful Hispanic Heritage Month events at little to no cost for our agencies?

Generally, the idea is to vie away from “big money” spending – you do not want to fight the big fight before you’ve started! A performer or speaker could certainly be ideal for an observance, but the attached cost may not. It would be idyllic for Federal agencies to look within themselves for talented individuals willing to serve as keynote speakers. Another approach would be to contact congressional representatives, cabinet-level secretaries, bureau directors, and more – these public servants cannot charge an agency for services. Those who are available and willing would be able to participate **free-of-charge**.

What if our agencies want a different approach?

If you wish to vie away from keynote speeches, many agencies have deviated from the norm and coordinated panel discussions with prominent Hispanic professionals within the federal government, hosted diversity workshops, provided webinars, Virtual Teleconference(VTC) sessions, and more.

CALL FOR HISPANIC HERITAGE MONTH THEMES!

Submit your themes by March 15,
2013 here:

<http://www.surveymonkey.com/s/ZZPGK5Z>

The key is to continue promoting the advancement of Hispanics within your agency.

Planning an observance is not an easy task and many may find themselves stuck or lost in the process. What to do? Ask for help! The NCHEPM is an indispensable resource with networks available to assist Federal agencies in addressing initiatives affecting Hispanic Americans.

Want to contribute to the NCHEPM Newsletter?

Send us a message to nationalcouncilhepm@gmail.com

WINTER 2013 MEETINGS

WEDNESDAY, JANUARY 16, 2013

NCHEPM MONTHLY MEETING

TIME: 2:00 PM – 3:30 PM EST

LOCATION: NATIONAL ARCHIVES

700 PENNSYLVANIA AVENUE,
N.W., WASHINGTON, DC 20408

METRO STOP: ARCHIVES/NAVY MEMORIAL

TAKE AWAY: MIGUEL JOEY AVILÉS (DOD),
“THE DOD STAR PROGRAM”

WEDNESDAY, FEBRUARY 20, 2013

NCHEPM MONTHLY MEETING

TIME: 2:00 PM – 3:30 PM EST

LOCATION: NATIONAL ARCHIVES

700 PENNSYLVANIA AVENUE,
N.W., WASHINGTON, DC 20408

METRO STOP: ARCHIVES/NAVY MEMORIAL

TAKE AWAY: ANA J. MONTALVO (CENSUS),
“NAVIGATING CENSUS DATA”

WEDNESDAY, MARCH 20, 2013

NCHEPM MONTHLY MEETING

TIME: 2:00 PM – 3:30 PM EST

LOCATION: EEOC

131 M ST NE
WASHINGTON, DC 20507

METRO STOP: NY/FLORIDA AVE.

TAKE AWAY: CARLTON HUGHES AND DEXTER
BROOKS, (EEOC), “THE MD-715”

SURVEY RESULTS

The NCHEPM created a three-question survey on SurveyMonkey.com to determine where the Council should focus in our efforts to better serve our members, partners and associates.

Following are some responses verbatim – we have not edited them. You may find the complete document containing all responses by clicking by visiting our website www.nationalcouncilhepm.com.

What barriers, if any, have impacted your agency's ability to recruit, hire, and promote Hispanics/Latinos?

- “Management does not want to recognize the importance of recruiting and maintaining Hispanics in the workforce.”
- “If you don't recruit at schools with high Latino representation you are not going to increase Latino representation ... punto final!”

What solutions do you propose OPM implement to assist Federal agencies and the NCHEPM to increase the Hispanic representation in the Federal workforce?

- “Executive order to specifically hire Hispanics. Use language as a specific aspect to advertise positions.”
- “Renew EO 13171 and include a Hispanic hiring authority.”
- “The creation of a funded Latino Affairs Office managed by OPM with responsibility to address all Federal Hispanic employment issues.”

Please use this space to provide best practices the NCHEPM and OPM can jointly implement to address the low participation rate of Hispanics/Latinos in the Federal workforce.

- “The use of VTC to outreach and recruit qualified candidates sponsored by OPM and managed by NCHEPM. A Government wide informal mentoring program sponsored by OPM and managed by NCHEPM.”
- “Formally organized long term mentoring programs (Four months) with commitment from Upper and Middle Managers to participate. The program should be outcome based.”

If you wish to contribute to the discussion, complete our survey at www.surveymonkey.com/s/VB9FOH2.

GET INVOLVED!

BECOME AN OFFICIAL MEMBER. Complete the membership profile at www.nationalcouncilhepm.net. Scroll to the bottom of the page and click on “Become a member.”

JOIN OUR COMMITTEES. You can actively engage in our Employment, Career and Training, Public Relations, Student Intern/Youth, or Hispanic Heritage Month Committees.

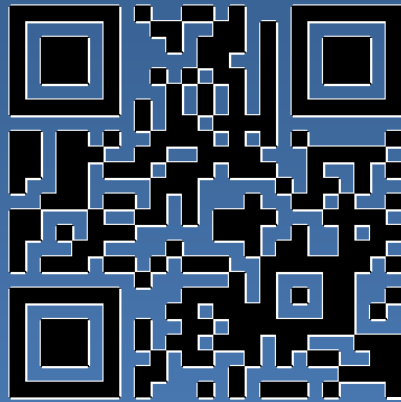
VOLUNTEER. Volunteer to present a “Take-Away.” You will serve as a guest speaker to showcase a program or a successful practice that other agency's can adopt. Spaces are open to any month between May and December 2013.

HOST A MEETING. If you would like to host a Council meeting at your agency, let us know! To sign-up e-mail us at nationalcouncilhepm@gmail.com.

GIVE FEEDBACK. If you have any question/comments about the Council feel free to e-mail Graciela Duran-Briceno at Graciela.Duran-Briceno@irs.gov.

CONTRIBUTE. If you want to contribute to the Newsletter, e-mail the Council at nationalcouncilhepm@gmail.com

COMPLETE OUR SURVEY. Take 5 minutes to complete the NCHEPM Survey. www.surveymonkey.com/s/VB9FOH2



NATIONAL COUNCIL OF
HISPANIC EMPLOYMENT PROGRAM MANAGERS
WINTER 2013

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CHIEF EDITOR

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www.nationalcouncilhepm.net

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