

## ICAP 2007 Mid –Year Reunion Saturday, April 21, 2007

April 21, 2007

Dear Conference Attendee:



Welcome to the **10th Anniversary International Career Advancement Program (ICAP) Mid-Year Conference!** Our theme for this year is *"Ten Years of ICAP: Bringing Greater Diversity to U.S. Foreign Policy Decision-Making."* In the spirit of ICAP, we have lined-up an exciting

agenda of presentations that you will find both relevant and interesting. We hope you enjoy the provocative assembly of panelists and speakers along with the consequent exchange of information and ideas.

On behalf of the planning committee, we would like to give special recognition to our sponsors and pro-bono contributors for their support: all speakers and panelists (listed in bio section), Jeanette Paschal and Sound Meetings, Inc. - event planner, The Ronald Reagan Building and International Trade Center- host and underwriter, The Frederick Douglass Museum for offering to host this event, Managing Opportunity, Inc. - corporate underwriter, The ICAA Board, and the ICAP alumni for their generous donations and support. We would also like to extend thanks to members of the ICAP Mid-year Conference planning committee, class of 2006 for working so hard to bring this event together: Karen Burress, Linda Etim, Rob Fernandez, Julie Kim, Kismet Little, Mischa Thompson, and Kristin Wells. Most importantly, we owe an undying debt of gratitude to Professor Tom Rowe and his staff at the University of Denver for founding and maintaining the International Career Advancement Program. Bravo!

While this Conference is designed to elicit intelligent discourse on the chosen topics, it is also an opportunity for networking and social exchange. Please be sure to take this opportunity to get to know your fellow participants and build on the ICAP network. And, don't forget that your spouses, friends, and prospective ICAP participants are invited to a no-host social mixer at Bohemian Caverns, 2011 11th St (at U St), NW, directly following the conference.

Thank you for coming. We hope you will enjoy the conference.

Sincerely,

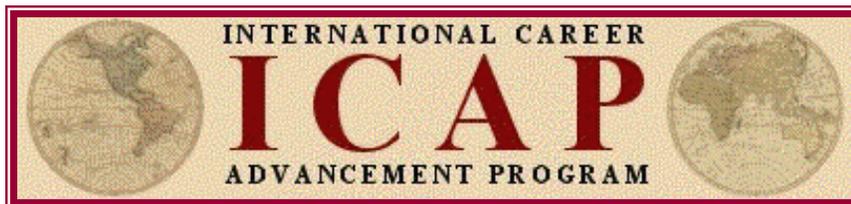
*Cuong Huynh*

Cuong Huynh, Co-Chair

*Saafir Rabb II*

Saafir Rabb II, Co-Chair

ICAP Mid-year Conference Planning Committee, Class of 2006



## ICAP 2007 Mid –Year Reunion Saturday, April 21, 2007

<i>Time</i>	<i>Panels</i>
9:00 – 9:30	Registration  Informal Presentation on Financial Planning by Ramsey Jay Jr., Morgan Stanley (on-site throughout conference for individual financial consultations)
9:30 – 10:15	Opening Plenary Session  Dr. Tom Rowe, University of Denver, ICAP Director and Founder Keynote: George Dalley, Chief of Staff Congressman Charles Rangel
10:20 – 11:50	Translating skills for new challenges in the international arena  Moderator: Ramsey Jay Jr., Morgan Stanley Ryan Polich, Capitol Works Rondalyn Kane, Booz Allen Hamilton Larry Slesinger, Slesinger Management Services
12:00 – 1:30	Lunch/Awards Ceremony  ICAA Keynote: Ambassador Ruth Davis
1:30 – 3:00	Leveraging linkages for the 21st century: utilizing the Diaspora  Moderator: Marc Mealy, US-ASEAN Business Council Ralph Nurnberger, Nurnberger & Associates Kapil Sharma, Ta Ta Group Luis Murillo, Phelps Stokes Foundation Zakiya Carr-Johnson, Inter-American Development Bank*
3:00 – 3:15	Break
3:15 – 5:00	International Career Opportunities and Obstacles  Moderator: Avery Brown, Boyd & Brown, P.C. Marc Mealy, US-ASEAN Business Council Neil Jeffrey, Engaging Solutions Victoria Tucker, formerly of World Vision Corrine McIntosh Douglas, formerly of OPIC*
5:00 – 5:30	Wrap-up Session
6:00 – 8:00	Reception at the Bohemian Caverns  2003 11th St NW, Washington, DC; (202) 299-0800

**\*Invited guest**

**ICAP 2007 Mid –Year Reunion**  
**Saturday, April 21, 2007**

## **Panel Descriptions**

### **Registration**

In addition to an opportunity to see, meet and greet old and new ICAPers, you are encouraged to sign-in and correct/confirm/change the contact information on file with ICAP.

### **Opening Plenary**

The Opening Plenary will feature Dr. Tom Rowe, founder of ICAP and others, who will address the responsibility of minority professionals in the international arena, our communities, our careers and meaningful ways of giving back and contributing to the common good.

### **Translating skills for new challenges in the international arena**

This Panel will consist of headhunters for the government, non-profit, and private sectors. They will talk about the application of skills learned in international positions, what employers are looking for, and what/how to conduct constructive employment searches.

### **Leveraging linkages for the 21<sup>st</sup> century: utilizing the Diaspora**

This Panel will discuss the possibilities for developing linkages with ancestral countries to promote sustainable economic development, sound policies, and mutually beneficial business opportunities. This discussion will include the benefits and challenges of working with a diverse group of Americans on U.S. foreign policy issues ranging from trade to NGOs.

### **International Career Opportunities and Obstacles**

This Panel will showcase growing international career options such as: entrepreneurship, consulting, lobbying, and ways to develop the ability to bridge the public-private sector gap through Corporate Social Responsibility (CSR) and other measures. Additionally, this Panel will address strategies to successfully overcome obstacles at the workplace.

**ICAP 2007 MID-YEAR CONFERENCE**  
**SPEAKER BIOS**

**Avery L. Brown** is the co-founder of Boyd & Brown, P.C., which focuses on providing organizations and businesses with government relations services including strategy, coalition building and advocacy before governmental bodies and facilitates small business access to domestic and international loan financing before bodies such as the Small Business Administration (SBA), the Overseas Private Investment Corporation (OPIC) and Export-Import Bank. Before co-founding Boyd & Brown, P.C., Mr. Brown held a myriad of positions during a 14 year career with the United States Department of Labor (“DOL”). Mr. Brown has also served as Senior Counsel to the House Judiciary Committee Subcommittee on Immigration, Border Security and Claims. His Legislative work included such topics as the Role of Immigration in Homeland Security, Risk of Identity Fraud and Identity Theft to Homeland Security, Terrorism Implications for the Visa Waiver Program, and INS Restructuring and Oversight of the INS. Mr. Brown began his legal career as an Assistant Attorney General (AAG) for the State of Connecticut. Mr. Brown received a Juris Doctor from the University of Virginia School of Law and in 1986, he received a Bachelor of Arts from Bucknell University.

**Zakiya Carr-Johnson** is the Human Rights Advocate International Development Specialist at the Inter-American Development Bank (IDB). Before joining IDB, she served as Latin America Region Coordinator at Global Rights: Partners for Justice where she designed and implemented programs to promote: equal access to education; communal land rights; women’s rights; and the effective implementation of affirmative action programs in Latin America. She also created three human rights networks, conducted trainings and led delegations to build the capacity of African descendant and Indigenous activists and lawyers to access human rights mechanisms such as the Inter-American Commission on Human Rights and the UN Commission on Human Rights. From 1999 to 2002, Zakiya conducted special programs as International Relations and Youth Advisor at Geledes- Instituto da Mulher Negra, a Brazilian NGO that focuses on race, gender and human rights. Zakiya was very active in the World Conference Against Racism (WCAR) processes, has served as Chair of the Afro-Colombian Working Group since 2003, and sits on the founding board of POMPA, an NGO dedicated to providing leadership training opportunities for *young* Afro-Brazilians. She is a graduate of Howard University; M.A in International Relations from the Maxwell School at Syracuse University.

**George Dalley, Esq.** is currently Chief of Staff to Congressman Charles B. Rangel, Chairman of the U.S. Congress Ways & Means Committee. Mr. Dalley has extensive experience in international affairs as a Congressional staffer, State Department official, and in his law practice. He has advised country and private sector clients on the promotion of opportunities for investment. Under the Carter administration he was confirmed to the Civil Aeronautics Board. He is a founding member of the Corporate Council on Africa and previously served as its counsel. He has served as a consultant to the United Nations Development Program on issues relating to the linkage of transportation to economic development in Africa.

**Ambassador Ruth Davis** is a career member of the Senior Foreign Service. She is presently serving as Special Adviser and Chief of Staff in the Africa Bureau of the Department of State, after completing an assignment as Distinguished Advisor for International Affairs at Howard University in Washington DC. She has served in numerous distinguished roles within the State Department. Ambassador Davis is the former President of the Thursday Luncheon Group, a foreign policy group which monitors the recruitment, assignments, employment practices, promotion patterns, training and other personnel matters of vital interest to minorities in the principal foreign affairs agencies. Born in Phoenix, Arizona, Ambassador Davis received her

Bachelor's Degree (Sociology) in 1966 from Spelman College in Atlanta. She earned a Master's degree from the School of Social Work, University of California at Berkeley.

**\*Amos L. Hewitt, Jr.** is Director of Diversity & Fair Employment Practice for Rolls-Royce North America in Chantilly, Virginia is responsible for planning, developing, implementing and delivering, Diversity, EEO, Compliance and Employment Practices Strategic Plans. Prior to joining Rolls-Royce, he served as Director, Compliance and Diversity (02-05); and Manager, Employee Labor Relations & Staffing for United Space Alliance (USA) In Houston, Texas (1998-2002). Over the years, Mr. Hewitt has been actively involved in numerous professional and community organizations such as the: National and Local Industry Liaison Groups, United Negro College Fund, United Way, Mexican American Engineers & Scientists, National Management Association, Equal Employment Advisory Council, and Corporate Diversity Compliance Council. Mr. Hewitt holds a BA in Urban Metropolitan Studies, an MA in Labor and Industrial Relations from Michigan State University.

**Ramsey Jay Jr.** is an investment professional in Morgan Stanley's Private Wealth Management Division. In 2007, Ramsey was selected as one of EBONY Magazine's "Top 30 Young Leaders Under 30," is a featured financial expert on the Rolonda Watts Show, and has partnered with music icon Chaka Khan and Chris Gardner (The Pursuit Of Happyness) to create and deliver financial literacy workshops for students in conjunction with the Chaka Khan Foundation. Prior to joining Morgan Stanley, Ramsey was the National Coordinator for Financial Literacy Initiatives at Operation HOPE Inc., a national non-profit organization that seeks to promote economic self-sufficiency in America's inner-city communities. Prior to joining Operation HOPE Ramsey was a financial analyst in Comerica Bank's Technology and Life Sciences Division. Ramsey earned his Masters of Business Administration from the Tuck School of Business at Dartmouth College. Ramsey received his Bachelors Degree from the Craig School of Business at California State University, Fresno.

**Neil Jeffrey** is director of Engaging Solutions, an independent consultancy that specializes in stakeholder engagement and reputation management. For nearly two decades he has worked with public authorities, private companies and non-governmental organizations, particularly on issues of conflict, human rights and strengthening democracy. Neil was Executive Director of the U.S. Office on Colombia based in Washington DC from 2001 to 2005. Previously he worked for Oxfam GB and was one of the founders of the Peace Brigades International Project in Colombia. He studied as a Visiting Fellow at the Refugee Studies Center at the University of Oxford and has a MA from the University of Cambridge and a postgraduate qualification in forced migration. Last year he was awarded a scholarship to attend the Executive MBA course at Cass Business School.

**Rondalyn Kane** is currently Manager of Principal Programs for Booz Allen Hamilton and is responsible for designing and delivering leadership development programs and services for executives. For four years prior to joining Booz Allen Hamilton, Ms. Kane owned and operated R.S. Kane & Associates, an independent management consulting firm whose client base included international, federal and local government agencies, national non-profit organizations and a regional public utility. R.S. Kane & Associates provided clients with organizational development, team building, leadership development and executive coaching services. Rondalyn is a life/career coach. Before entering the field of management consulting, Ms. Kane enjoyed a successful career in national politics. She effectively managed several federal offices and agencies and held key, senior-level political appointments and positions, including Deputy Director of the US Department of Labor Women's Bureau.

**\*Corrine McIntosh-Douglas** has over 15 years of experience in financing, managing, and underwriting loans for international infrastructure projects and small and medium enterprise transactions around the world: including financing hydropower projects in Mexico, a school bus operation in South Africa, a salt processing and transportation project in El Salvador, a natural gas compression and transportation project in Brazil; a school in Mexico; franchise operations in Mexico; and a global positioning project in Brazil. This includes an off-shore gas terminal project in Venezuela, an air charter and tours project in Brazil. Her career includes work with the Williams Capital Group, L.P., Salomon Brothers Inc, American International Group, and Chase Manhattan Bank. Mrs. McIntosh-Douglas has a MBA for Columbia Business School and is a Harvard graduate.

**Marc Mealy** is the Senior Director of the US-Malaysia Business Council and the ASEAN Financial Services Working Group at the US-ASEAN Business Council. The US-ASEAN Business Council is the premier organization of the American private sector in the 10-country ASEAN markets of Southeast Asia. Prior to joining the Council in 2003, he spent four years on Capital Hill: First as the international economist on the Democratic Professional Staff of the House Foreign Affairs Committee and later as the International Economic and Foreign Policy Advisor to Congressmen Gregory Meeks of New York. Prior to working in the U.S. Congress, he worked with the African American Institute, an international non-profit NGO, as the Director of its Trade and Investment Program. He also worked as an economic consultant to foreign governments, think tanks and NGO's. Marc began his professional career in 1989 as an international economist with International Trade Policy Division of USDA's Foreign Agricultural Services, where he managed some of the USDA Commodity Credit Corporation's largest commodity trade finance and food assistance programs in Asia, Africa, and Eastern Europe. Marc holds a B.A. from Oberlin College and a Masters of Science degree in Economics from the University of Florida.

**Luis G. Murillo** is currently an International Policy Fellow at the Phelps Stokes Foundation. Luis G. Murillo is the former Governor of the predominantly African-Colombian State of Chocó in Colombia. In 1998, Mr. Murillo, was elected the youngest governor (age 31) in Colombia's history. He pioneered in the creation of a Secretariat of Ethnic Affairs and the Office of Environmental Development. He also designed and implemented the state plan for ethnic development. During Mr. Murillo's tenure, Colombian government formalized the biggest collective land title to Afro-Colombians rural communities. In January 1999, Murillo was unjustly stripped of his office by a controversial court ruling. Mr. Murillo continued being an outspoken leader on issues of democracy, justice and peace. In 2000, Murillo was kidnapped by an illegal armed group. After being released, and because of the lack of government protection, he and his family were forced to leave the country. Governor Murillo relocated in the United States, where he has remained a voice for equality and peace in Colombia. He has been a catalytic force in creating links between African-Colombian and African –American civil society, public, and popular elected leaders. Moreover, Governor Murillo is a well-known political advocate for U.S. foreign aid that promotes peace with justice in Colombia and, hence calls for broad changes in U.S. policy toward his country.

**Ralph Nurnberger** is a name Partner in the government relations firm, Nurnberger & Associates. The clients have included Fortune 500 companies, start-up firms, universities, and the Indian American community. Mr. Nurnberger started and ran (for 14 years) a highly touted Congressional internship/leadership program for Indian Americans. His lobbying experience also includes over 8 years with American Israel Public Affairs Committee (AIPAC). Additionally, Mr. Nurnberger worked in Congress on foreign policy issues for Senator James Pearson (R-KS) and the Senate Foreign Relations Committee. He also worked at the General Services Administration and Department of Commerce. He was also the first staff director of

Builders for Peace, an organization established in 1993, to assist the Middle East peace process by encouraging private sector investment in the West Bank and Gaza . He also spent two years as a senior fellow at the Center for Strategic and International Studies (CSIS), where he directed the Congressional relations program. He has taught graduate level courses on Congress and international relations at Georgetown University since 1975. (Ph.D., Georgetown University, 1975; M.A., Columbia University, 1968; B.A., Queens College).

**Ryan Polich** is a Principal of CapitolWorks and leads executive level searches and business development. He also directs the research process at the firm. His sector expertise spans non-profit organizations, government, education, technology, and finance. Prior to joining CapitolWorks, Polich worked at Heidrick & Struggles International, the world's premier retained executive search firm. He earned a master's degree from the University of Wisconsin-Madison, where he is currently a PhD Candidate in Political Science. Polich holds a bachelor's degree with Honors in International Political Economy from the University of Puget Sound.

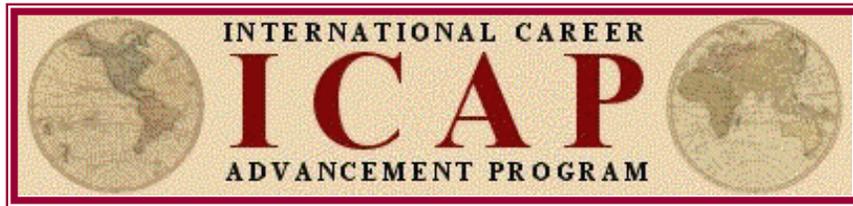
**Dr. E. Thomas Rowe** is the Director of ICAP, Associate Professor and former Dean of the Graduate School of International Studies, University of Denver. He has a Ph.D. from the University of California, Berkeley, and previously served on the faculty at the University of Connecticut and Virginia Polytechnic and State University. Dr. Rowe has been a visiting professor at the University of Colorado, Boulder and the University of Tübingen. He has received grants from numerous foundations and government agencies and lectured in the United States, Costa Rica, Ghana and Europe. Dr. Rowe has published several book chapters, a monograph on the United Nations and articles in *International Organization*, the *American Political Science Review*, the *Journal of Conflict Resolution* and *Relaciones Internacionales*. His areas of specialization are international politics, international organization, human rights, and conflict and conflict resolution.

**Kapil Sharma** is General Manager, North America for Tata Sons Ltd. Based in Washington, DC, the office serves as the representative for the Group. Such activities include, but are not limited to, assisting Group companies with: representation before the federal, state and local governments; media relations; business development; corporate social responsibility activities; and brand development. Prior to joining Tata Sons, Kapil was the Vice President for Madison Government Affairs, Senior Counsel and Legislative Director to U.S. Senator Robert Torricelli (NJ), Legislative Consultant to Verner Liipfert Bernhard McPherson and Hand law firm, Legislative Assistant to Congressman Frank Pallone (NJ), and Staff Director to the Congressional Caucus on India and Indian Americans. Kapil received his J.D. from the Rutgers School of Law and his B.A. from Rutgers College, Rutgers University. He is also a member of the Maryland Bar Association.

**Larry H. Slesinger** is Founder and CEO of Slesinger Management Services- an executive search firm that helps foundations, associations, and other nonprofit organizations in the Washington, DC, metropolitan area recruit talented people for key leadership and management positions. Since launching Slesinger Management Services in 1999, he has completed more than 50 searches for local, national, and international nonprofits that work in arts and culture, health, human services, and international development, and other areas. Prior to launching his executive search firm, Mr. Slesinger spent 18 years with a variety of organizations, primarily in the nonprofit sector. Mr. Slesinger is also the author of the *Search: Winning Strategies to Get Your Next Job in the Nonprofit World*. His website is [www.SlesingerManagement.com](http://www.SlesingerManagement.com). Mr. Slesinger, holds a B.A. from Carleton College and an M.B.A. from the Stanford University Graduate School of Business.

**Victoria Tucker** has over 10 years of experience in international development specifically working in the area of child protection, HIV/AIDS and OVC, and international community development, including project design and management, personnel training, grants reviews, and budget management. Her in country experience includes 4 years based in Zimbabwe, 4 years in Warsaw Poland, and other work in various East African countries working with USAID and World Vision. She has her MA Liberation Theology and is a graduate of Wayne State University.

**\*Invited guest**



## **ICAP 2007 Mid –Year Reunion Saturday, April 21, 2007 Conference Summary**

### **Introduction**

The International Career Advancement Program held its tenth annual mid-year reunion conference on Saturday, April 21, 2007, from 9:00 am to 5:30 pm, at the Ronald Reagan Building/International Trade Center in Washington, DC.

Approximately sixty ICAP alumni, faculty, panel speakers, and invited guests participated in the day-long event. Attendees included alumni from several ICAP classes (including the inaugural Class of 1997) and from a broad range of government agencies, the private sector, and non-profit organizations in the Washington, DC, area and beyond. Throughout the day, participants were able to reconnect with old friends and make new acquaintances in the ICAP “family.” Speakers and participants shared perspectives on careers and policy issues, and made frequent references to personal experiences and reflections on their own career and life paths.

In addition to the formal program, a financial adviser from Morgan Stanley was available throughout the day for one-on-one consultations. After the conference, ICAPers and their guests were invited to a happy hour held at the historic Bohemian Caverns jazz club in Washington, DC.

### **Opening Plenary Session**

*The Opening Plenary featured Dr. Tom Rowe, founder of ICAP, who introduced the morning keynote speaker, George Dalley, Chief of Staff to the Honorable Charles Rangel.*

*Speakers: Tom Rowe, George Dalley*

Key points:

- The ICAP family now encompasses 240 alumni of the program in Aspen and 60 supporting faculty and staff. Tom’s vision is to continue the ICAP program for another fifteen years – an entire generation’s worth in total – in order to help ICAPers reach senior-level positions and carry out for themselves the goal of recruiting and mentoring younger minorities in the field of international affairs.
- Realizing the vision of ICAP counts on ICAPers staying in contact for mutual support, advice, peer counseling, mentoring, and information exchange through ongoing efforts such as the mid-year reunion, the ICAA, and the email circuit.

- Minorities have made major inroads into positions of power, including in the Congress. An ongoing challenge for policymakers is to manage high expectations of rapid change.
- Achieving high levels of qualifications is not enough; minorities still need to break into old networks that are not diverse.
- The path to success involves a “personal equation” of goals, convictions, and vision. Ideally, a synergy exists between work and life. Elements of successful career transitions can be hard to identify, but are likely to reflect your core values – for example, a desire to become and remain “relevant” in your occupational field.

### **Panel I: Translating Skills for New Challenges in the International Arena**

*This Panel consisted of headhunters for the government, non-profit, and private sectors. They spoke about the application of skills learned in international positions, what employers are looking for, and what/how to conduct constructive employment searches.*

*Speakers: Ramsey Jay, Jr., Ryan Polich, Rondalyn Kane, Larry Slesinger*

Key points:

- Speakers discussed attractive recruiting traits from the different perspectives of the private sector, non-profit community, and government contracting sectors.
- Common advice included the importance of networking and developing your professional reputation. Above all, doing a thorough self-assessment is key to drawing accurate conclusions about career goals and opportunities.
- Uncertainty and risk and even rejection are part of the ride. Success often requires getting out of your comfort zone.
- Advice on resumes: most are boring. Do not itemize career positions and duties. Better to include your value-added, your positive impact, and distinct accomplishments.
- Advice on getting or transitioning into a new job: do your research and justify the move. Make the connection between yourself and the target position, translate your accomplishments into the new environment.

### **Lunch/Awards Ceremony and Keynote**

*The luncheon program featured Harold Scott of the ICAA board, who reviewed the activities of the ICAA, awarded the first annual ICAA diversity award to the luncheon keynote speaker, Amb. Ruth Davis*

*Speakers: Harold Scott, Amb. Ruth Davis*

Key points:

- ICAP has achieved a lot in ten years, but there is still a long way to go to achieve diversity in international affairs. Networking, mentoring, and remaining in contact are essential tasks for the ICAP community.

- “This time belongs to you” – ICAPers can make a difference in confronting the major challenges of the world today and in promoting global understanding of the United States.
- “You don’t have as much time as you think you do” – ICAPers need to act now to get the right people with the right skills in the right place. Just within the ICAP community alone is represented a great deal of expertise across a broad range of subject areas critical to today’s challenges.
- “I challenge you” – ICAPers need to stay mindful of our commitment to principles and to public service, especially as we reach top levels in our professions. ICAPers should endeavor to bring others along as we progress, including through ongoing support for the ICAP program.

## **Panel II: Leveraging Linkages for the 21<sup>st</sup> Century: Utilizing the Diaspora**

*This Panel discussed the possibilities for developing linkages with ancestral countries to promote sustainable economic development, sound policies, and mutually beneficial business opportunities. The discussion addressed the benefits and challenges of working with a diverse group of Americans on U.S. foreign policy issues ranging from trade to NGOs. Speakers: Marc Mealy, Ralph Nurnberger, Kapil Sharma, Luis Murillo*

Key points:

- Motivations for activism/lobbying include a close identification with the client group and a desire to make a difference for yourself and the people or cause you care about.
- In the experience of some of the speakers, their efforts were initiated in order to redress a lack of representation or influence. Even from small beginnings, organized efforts can build and build. While concerted efforts have seen some payoff, underrepresented groups and causes still face many challenges and sometimes limited capacities.
- Key aspects to success include networking, often across groups and causes and vertically from policymakers to grass-roots organizations. The personal connection, and the associated motivation that arises from that connection, can foster achievements.

## **Panel III: International Career Opportunities and Obstacles**

*This Panel showcased growing international career options such as: entrepreneurship, consulting, lobbying, and ways to develop the ability to bridge the public-private sector gap through Corporate Social Responsibility (CSR) and other measures. Additionally, this Panel addressed strategies to overcome obstacles at the workplace or in one’s career path. Speakers: Avery Brown, Marc Mealy, Neil Jeffrey, Victoria Tucker*

Key points:

- Networking, mentoring, and communicating are key elements to overcoming career challenges. On the networking side, ICAP can and should be instrumental, like a “mafia” to promote diversity.
- Knowing yourself is critical to overcoming obstacles and tapping your potential and life ambitions.
- Corporate social responsibility is a growing field in the business community, with opportunities emerging as businesses look to build connections to broader society.
- Entrepreneurial competencies include being able to identify your skills, experience, and market targets. Entrepreneurs analyze their playing field, conduct needs assessments, and create opportunities.

# ICAP 2007 MID-YEAR CONFERENCE ATTENDEES

Saturday, April 21, 2007  
Ronald Reagan Building ITC  
Washington, DC

<u>Name</u>	<u>Class</u>
Robert Adams, Jr.	2003
Charisse Adamson	2000
Laurie-Ann Agama	2003
Maha Armush	2005
Dana Banks	2004
Art Brown	1997
Karen Burress	2006
Maria Pinto Carland	ICAP Faculty
Jean-Paul Duvivier	2002
Nima Patel Edwards	2003
Brinille Ellis	2005
Robert Fernandez	2006
Mercedes Carmela Fitchett	2000
C.D. Glin	2000
Kenneth Goodwin	2003
Damber Gurung	2003
Christine Harbaugh	2003
Mehlika Hoodbhoy	2000
Cuong Huynh	2006
Storm Jackson	2006
Ajit Joshi	2005
Anita Katial	2000
Melanie Kawano	ICAP staff
Julie Kim	2006
Kismet Little	2006
Saafir Rabb	2006
Editha Regua	2005
Alexandra Riboul	2005
Alicia Robinson-Morgan	2005
Harold Scott	2004
Mischa Thompson	2006
Daphne Titus	1997
Laura Trejo	2003, 2005
Marlene Urbina de Breen	1997
Julie Wang	2003
Kristin Wells	2006
Sydney West	2002

**Name**

Dawit Asmellash	Guest
Edith Bartley	Guest
Catrell Brown	Guest
Eric Bryant	Guest
Marnell Cooper	Guest
Jeannette Paschal	Event Planner
Intisar Rabb	Guest
Claudette Wilson	Guest

**Speakers' List**

George Dalley	
Avery Brown	
Amb. Ruth Davis	
Ramsey Jay, Jr.	
Neil Jeffrey	
Rondalyn Kane	
Mark Mealy	
Luis Murillo	
Ralph Nurnberger	
Ryan Polich	
Tom Rowe	ICAP Director
Kapil Sharma	
Larry Slesinger	
Victoria Tucker	