



MESSAGE FROM THE CHAIR

Happy 2021 and for those of you observing the Lunar New Year, Happy Lunar New Year! We are now adjusting to a new year, a new Administration and to new Agency personnel and demands. For Lunar New Year, the Year of the Ox, we are welcoming a new tone or vibe. If you were fortunate to be born an Ox, your traits will contribute to your success...Oxen are known to be reliable, but never demanding praise.

Believe it or not, in the Chinese culture, the Ox is a valued animal! Because of its role in agriculture, positive characteristics, such as being hardworking and honest, are attributed to it. So how do you translate these characteristics into the way you serve as an AAPI leader? Sometimes the lack of demanding praise can be mis-interpreted. Does credit for all you have contributed seem in vein? Or does it matter? Because new emphasis is now about reaching success through your team(s) actions, meeting the goals.

I'm sure you always show up to do your best and are mindful of your peers ...yet you often wonder "how can I get recognized if I am not the boosting type?" Especially with the new Pass Fail performance guidelines, how can you help shape the awards measurements to not only Pass but worthy to get an award?

As we enter a new year, I wish you all the best in adjusting to the new demands and in knowing how to prepare your staff for the new pass fail system. For leading, it is time to come up with clear precepts that further the organization's goals and your professional bandwidth. As a leader, it requires toughness to sort through the true performers in an organization and those who aren't. More demands may be placed on you to perform/lead because of this new system and I contend that it may force you to examine a lot of your personal values of what is success and what is not. As a leader, your personal self-reflection on how you manage, and lead may reveal the level of readiness you are for becoming a Senior Executive. Dr. David Chien Chair of the SESDP cohorts has been emphasizing how one has to have a tough outer veneer to survive the many demands (and sometimes opposing) issued by your superiors as a senior manager. Being accountable, being able to speak up when appropriate, how to be patient and humble, these are all traits one has to sharpen as a Senior Executive. I have found that working as an Outward Leader (Arbinger) will ease your stress and shift your workforce to be lead higher functioning teams. To obtain professional development skills, I recommend you avail yourself to the trainings we advertise and ones you find yourself.

In addition, we certainly applaud series of Presidential memorandums issued by Biden-Harris Administration condemning and combating racism, xenophobia, and intolerance against Asian Americans and Pacific Islanders in the United States and supporting diversity and inclusion.

We are so keenly aware of the nearly 3,000 hate incidents committed against AAPI communities and in government. Among them, Chinese Americans have borne the brunt of these discriminations and hostilities. Federal program such as DOJ's China Initiative has made

Chinese American scientific community targeted and fearful. Irresponsible government officials, media outlets, organizations and individuals have inflamed and incited the condemnable actions cited in the Presidential Memorandum. We need to hold our staff and selves accountable for what is done to sow the division, hate and lies in our society.

As a leading national organization addressing the well-being of the country's ethnic democracy, it is important that we keep ourselves accountable as Federal stewards to be responsible to confront systemic racial inequality, and fight for the civil and constitutional rights of all people.

Thank you to the Champions we have in the federal agencies to work toward this important mandate and to all our partners who work with AAGEN to create leaders of honor and integrity to lead our country. Let's all have a prosperous, peaceful, and engaging year!

Join us for our Lunar New Year celebration on February 19th! And get your groove on to share your best culinary dish!

Respectfully,

Vivian Chen, MSW, ScD
Chair, AAGEN