

ASIAN PACIFIC AMERICAN OFFICERS COMMITTEE

of the

United States Public Health Service Commissioned Corps

APAOC Annual Report 2023



In Officio Salutis

Leadership

Service

Integrity

Excellence

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APAOC Senior Advisor Remarks



CAPT Juliette Taylor

I would like to first congratulate all voting members, outgoing and incoming leaders of APAOC. It has been my honor and pleasure to work with you. Those who have completed your term, I hope that you will stay engaged. A sign of great leadership is how well your group does without you. Sharing your experience to ensure a smooth transition will help others build upon our proud legacy.

I would like to recognize the three APAOC leaders I have gotten to work with most closely, LCDR Ruby Leong, CDR Chaolong Qi, and CDR Sophia Park. I would like to thank you for your profound professionalism, leadership, and organization, representing APAOC to the Office of the Surgeon General (OSG) and other partners with excellence, and how much you invest in future leaders.

For the last 2 years, I have had the distinct pleasure of serving as your Senior Advisor. What I enjoyed most was the opportunity to shine the light on and champion your outstanding work, seeing you strengthen relationships with senior leaders across the Corps such as during the Leadership Summits, and celebrating Lunar New Year and Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month with you to learn about the proud history of AANHPI.

What has been apparent in my term as Senior Advisor is that APAOC has been and will continue to stay ahead of the curve. For example:

- You realize synergy using the recruitment blitz material at university and community health events to educate people on public health and our work, and recruit at the same time!
- Diversity is OUR unique strength. We've known that; others are beginning to recognize the unique abilities we bring to the table, such as being multi-lingual in support of the Maui wildfire deployment in 2023.



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APAOC Senior Advisor Remarks (*Continued*)

- We have a wide array of scientific experts amongst us. CDR Chaolong Qi was recognized with the Arthur S. Flemming Award for two award-winning US-patented technologies for real-time measurement of aerosol particles. Previous awardees of this award include Anthony Fauci and Neil Armstrong. Not a bad crowd!
- Leadership and responding to the need. Long before Surgeon General Vivek Murthy published the advisory on “Protecting Youth Mental Health” in 2021, APAOC developed a standardized curriculum in the form of the Healthy Mind Initiative in 2018 and have since educated thousands of parents and caregivers on how to protect our youth mental health in these community engagements.

My challenge to new voting members:

- Bring others with you. Grow the pipeline of leaders within each of your committees.
- Get to know each other – really get to know each other, have fun, unleash your creativity!
- Find ways to collaborate across agencies, across Chartered Minority Advisory Groups, across categories – what other service/organization has the ability to connect the best and brightest of all of your Agencies?

Your next senior advisor, RDML Emil Wang, is a well-recognized leader at FDA and across the Commissioned Corps as a Flag Officer and Chief Professional Officer of the Engineer Category. Having gotten to know him, I am most impressed with how he cares and relates to people at an individual level, his thoughtfulness and strategic thinking, and his commitment to APAOC. I cannot wait to see what you accomplish together with him, as your Senior Advisor. I look forward to serving alongside you in the coming years!



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APAOC Chair's Corner



CDR Chaolong Qi

We have concluded an exceptional operational year (OY) 2023. As the 2023 APAOC Chair, I am overwhelmed with gratitude and pride to reflect on these collective achievements that we accomplished together. At the onset of OY2023, I shared my vision and three goals for APAOC to carry on in building a strong organization to support APAOC members, the Surgeon General's priorities, and Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities. With your unwavering dedication and outstanding leadership, we have made remarkable strides in realizing these goals, meticulously documented in the detailed account presented in this annual report. In summary:

Goal #1: Support professional development of APAOC officers with resources in the time of change through training, career mentoring, and opportunities to lead APAOC activities and initiatives.

- The Education and Training Subcommittee hosted three training webinars and the 7th Leadership Summit with over 640 live participants (see page 17 for more details).
- The Career Development and Advancement Subcommittee expanded two career networking/group mentoring events outside of the DMV area (see page 14 for more details).
- APAOC successfully hosted three Virtual Connect Sessions (137 participants) which offered opportunities for open dialog among our members to share experience and wisdom on various topics of high interest during the time of change. The topics covered "USPHS Deployments", "Pursuing Officership Opportunities in USPHS", and "Action Item & Key Pointers for Promotion".



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APAOC Chair's Corner (*Continued*)

Goal #2: Enhance community engagement and cultural awareness to directly address Surgeon Generals priorities in AANHPI communities.

- The Community Engagement Workgroup (CEWG) expanded from 18 officers to an efficient group of 35 members covering five regions across the nation. Collectively, CEWG hosted and organized 33 community engagement events by 100 officers to promote the Surgeon General's priorities and raise visibility of USPHS and APAOC among over 29,000 members of AANHPI communities (see page 22 for more details).
- Developed and implemented training for the Healthy Mind Initiative (HMI) lesson plan in collaboration with Prevention through Active Community Engagement; trained 21 APAOC and Surgeon General Education Teams officers to deliver mental health education at 21 community engagement events nationwide.
- Hosted a virtual Lunar New Year celebration event (over 90 participants) and a virtual event for AANHPI Heritage Month celebration (over 65 participants) to enhance cultural awareness (see page 20 for more details).
- Supported Commissioned Corps Headquarters in identifying officers with AANHPI language skills to deploy to the Maui Wildfire response.



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APAOC Chair's Corner (*Continued*)

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Goal #3: Promote health equity for AANHPI communities through building partnership and raising awareness on AANHPI health disparities.

- APAOC's AANHPI Health Equity Workgroup commenced its first full year of operation in 2023, concluding the delivery of four professional presentations targeting professional audiences nationwide to raise awareness of issues of health disparities in the AANHPI population, e.g., mental health and cancer health, and collecting Federal health resources in various AANHPI languages in collaboration with CEWG for volunteers' use in community outreach events (see page 25 for more details).
- Contributed to two White House Initiative for AANHPI Mental Health Summits, representing APAOC's commitment to addressing youth mental health within AANHPI community and raising the visibility of the USPHS and APAOC.
- Collaborated with NIH in supporting the National Essay Contest "Speaking Up About Mental Health" to encourage young people to start conversations about mental health and seek help for mental health issues.
- Hosted a suicide prevention webinar and a post-movie discussion event in collaboration with the Sexual Orientation and Gender Diversity Advisory Group (see page 24 for more details).
- Contributed to the pre-conference Health Equity Seminar during the 2023 USPHS Scientific Training and Symposium, with nine APAOC officers presenting in eight sessions (see page 11 for more details).

I am immensely proud of these collective accomplishments that impacted so many lives while serving our mission. Our collaborative efforts, characterized by dedication and unity, have not only met but exceeded expectations, and will help our members draw renewed inspiration to continue advancing the Surgeon General's priorities. Special appreciation goes to our Senior Advisor, CAPT Juliette Taylor, and Chair-Elect, CDR Sophia Park, whose guidance and support have been indispensable for our success. Additionally, heartfelt thanks are extended to RDML Emil Wang for committing to serve as our next Senior Advisor. Under the forthcoming guidance of RDML Wang and the leadership of CDR Park, APAOC is exceptionally well-prepared to promise even more profound impacts in 2024.

In Officio Salutis,
CDR Chaolong Qi
2023 APAOC Chair



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Executive Secretary

- Developed new platform (Microsoft Forms) to capture meeting attendance.
- Facilitated timely record keeping for two APAOC EC/VM and five GM Meetings (including the Leadership Transition Event).
- Solicited reports from 30 voting members, 4 Workgroup leads, and 3 liaisons, prepared PowerPoint presentation slides for meetings based on reports, compiled presentation slides from guest speakers/presenters.
- Prepared meeting agendas, and finalized meeting minutes for distribution through APAOC listserv.
- Supported Chair and Chair-Elect in developing the APAOC Annual report.
- Twice filled in for APAOC Chair and Chair-Elect in their absences to direct APAOC operations.



LCDR Sophie Soo



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Corresponding Secretary

- Provided superior customer service and satisfaction to officers requesting dissemination to APAOC bi-weekly; kept response acknowledgement time to less than 24 hours.
- Disseminated 26 biweekly announcements and additional 59 announcements totaling hundreds of news and events through the APAOC listserv.
- Captured 69 officers joining the APAOC listserv, and shared new officers' information with the Recruitment and Retention Subcommittee for adding to the APAOC General Member Database. Updated 67 members' contacts in the listserv to enhance delivery.
- Maintained APAOC listserv of over 600 subscribers, including proactively identifying invalid email addresses and updating officers' emails after PCS.
- Updated instructions on requesting APAOC listserv announcements.
- Filled in for Executive Secretary to host the APAOC July General Members Meeting.



LCDR Jen Eng



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Treasurer/External Liaison

- Represented APAOC in the MOLC speaker cadre, joining forces with other CMAGs in speaking opportunities in minority professional organizations.
- Developed partnership with the NIH AANHPI Health Scientific Interest Group:
 - Presented at the 2023 NIH Annual AANHPI Health Research Conference highlighted USPHS and APAOC's effort on advancing health equity with over 100 attendees.
 - Co-authored a NIH Record Publication.
- Developed partnership with the Federal Asian Pacific American Council (FAPAC)
 - Co-sponsored the Vivek H. Murthy Distinguished Lecture Series for Public Health Leadership on May 17, 2023, with 506 live participants.
 - Participated in the award selection process for the two FAPAC Awards.
 - Represented APAOC in the planning committee of the FAPAC Award Ceremony.
 - Facilitated and supported LT Jessica Yoon and LT Kevin Huang who presented and served as panel members for a Webinar for the FAPAC Awards Ceremony on "Benefits of Traditional Foods and Diets among AANHPI Communities".
- Explored collaborative opportunities with professional organizations such as American Public Health Association.



CDR Doan Singh



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MOLC Representatives

- Represented APAOC in Monthly MOLC meetings, keeping the APAOC Leadership informed on important MOLC updates and keeping MOLC and CMAGs informed on APAOC activities, including over 100 announcements between CMAGs, JOAG, PACE, and PACs.
- Identified MOLC speaker cadre on behalf of APAOC on January 30, 2023.
- Submitted nine (9) USPHS Honor Awards, three (3) APAOC Honor Awards and, two (2) APAOC SAA nomination packets.
- Submitted APAOC VM Appointment packages and Senior Advisor Appointment package through MOLC for OSG approval on September 1, 2023.
- Represented APAOC in fulfilling MOLC's Liaison responsibilities, including directing the operation of the MOLC Cultural Awareness Workgroup and MOLC Cultural Ambassador Program.
- Represented APAOC in contributing to the 2023 USPHS Scientific and Training Symposium Pre-Conference seminar titled: "Facing the Rising Sun: Uniting to Advance Health Equity and Promote Cultural Humility within the Commissioned Corps" held on May 8, 2023, in Tulsa, Oklahoma, with 21 presentations, 3 panel discussions, 3 interactive sessions, and continuing education credits to over 50 attendees.



LCDR Sally Doan



LCDR Tramara Dam



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Leadership & Strategic Planning

- Provided training and guidance to each Subcommittee and Workgroup on developing strategic plans and SMART goals for the operational year.
- Timely facilitated four rounds of updates on the Subcommittee and Workgroup operational progress for during the operational year and submitted for review by APAOC Leadership.
- Developed a new template to better document strategic plans and SMART goals for APAOC Leadership for potential future implementation.
- Supported planning and execution of the APAOC 7th Annual leadership Summit by providing guidance and institutional experience.



LCDR Huan Tran



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Awards and Recognition Subcommittee

- Finalized and distributed 10 APAOC communication documents, broadcasting key information related to APAOC Honor Awards, Special Assignment Award (SAA), Letter/Certificate of Appreciation to over 500 APAOC members.
- Developed and conducted “the 2023 APAOC Honor Awards and Special Assignment Award Process” presentation to all APAOC voting members.
- Presented “The 2023 APAOC Honor Awards, Special Assignment Awards, and PHS Honor Awards Process” to all APAOC general members.
- Finalized 21 APAOC Honor Awards, PHS Honor Awards, and SAA nomination packages, and provided specific guidance to nominees and nominators, and timely facilitation of their reviews.
- Revised and implemented a new APAOC Honor Award Nomination Form to streamline the award nomination and review processes.
- Served as USPHS point of contact for issues related to the Federal Asian Pacific American Council (FAPAC) Uniformed Services Awards.



CDR Kent Bui



LCDR Ji Hyun LaRose



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Career Development & Advancement Subcommittee

- Created an enhanced APAOC Mentoring Program by utilizing a more streamlined automated approach to better match mentees with mentors (39 matches); conducted kick-off and wrap-up meetings with 72 officers.
- Created a repository of career development and training resources to support mentors and mentees during one-on-one mentoring sessions; posted the resources on the APAOC webpage for broad utilization.
- Created a new initiative to engage new Officer Basic Course graduates that included presenting on the APAOC Mentoring Program and the different subcommittees, workgroups, initiatives, and resources within APAOC.
- Expanded career networking/group mentoring event outside DMV area, with a first event in Atlanta, GA (5 officers) and another in Albuquerque, NM (5 officers).
- Developed a 2024 Promotion Guide that included valuable information from CCHQ and different Professional Advisory Committees and Chartered Advisory Groups on promotion and career development; posted the guide on the APAOC webpage for broad utilization.
- Engaged with Dinner with a Captain Mentorship Advisory Group (DWCMAG) for future collaboration on group mentoring opportunities.



CAPT Simleen Kaur



CDR Mona Patel



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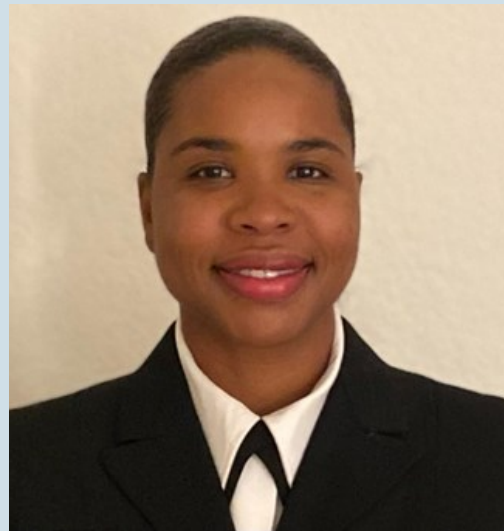
Excellence

Charter & Bylaws Subcommittee

- Coordinated with all APAOC voting members in reviewing and finalizing 17 SOPs. All 17 SOPs were significantly improved for guiding future APAOC operations.
- Recruited 10 volunteers and led the team to conduct reviews of 17 APAOC SOPs.
- Assisted the Chair and Chair-Elect with reviewing and updating the APAOC Bylaws, which is scheduled for updates in 2024. Feedback and comments from current voting members are valuable and will be incorporated into the discussion in 2024 for update.
- With CDR Yung's assistance, completed migrating all files for MAX.gov to APAN.org. Informed all 2023 and 2024 voting members of the APAN.org link to accessing Charter, Bylaws, and SOPs.



CAPT Michelle Tsai



CAPT Denise Morrison



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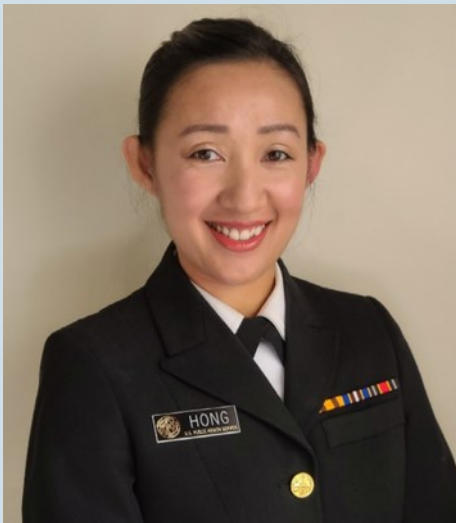
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Communications Subcommittee

- Enhanced communication, usability, and accessibility of the APAOC website by maintaining its timely update and produced professional and visually appealing webpages for 11 subcommittees and Executive Committees, including revamping the HMI webpage to showcase HMI's impacts since its inception.
- Promoted visibility of APAOC events by widely disseminating 12 major events/ announcements to the POCs of agency liaisons, OSG-chartered PACs and CAGs through a POC list developed and maintained by the SC.
- Managed APAOC's migration from Max.gov with a viable solution for APAOC's documents storage.
 - Selected APAN platform as the official document storage for APAOC, aligned with the guidance from OSG
 - Built site framework, not only to establish a unified foundation but also to cater to the unique requirements of each SC's specific needs
 - Introduced APAN SharePoint and provided online tutorial training to all SC's migration POCs (22 officers)
 - Created a comprehensive tutorial guide and training recording for APAN, empowered our members with the knowledge and skills needed to leverage the platform's functionalities to their full potential
 - Resulted in successfully migration of all APAOC documents to the new APAN platform
- Represented APAOC in the "Max.gov Replacement Focus Group" convened by OSG, sharing APAOC experience on APAN with other OSG-chartered groups.



LCDR Evelyn Hong



LCDR Garrett Chun



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Education & Training Subcommittee

- Hosted a webinar on “Overview of CDC’s International Experience and Technical Assistance (IETA) Program” with 87 participants on March 3, 2023.
- Hosted a webinar on “Advanced Certification Opportunities for Public Health Service Officers” with 236 participants on April 21, 2023.
- Hosted a webinar on “Public Health Service (PHS) Commissioned Officers’ Awards Program (COAP)” with 160 participants on June 23, 2023.
- Hosted the 7th APAOC Leadership Summit with over 240 registered participants and over 160 live participants on October 20, 2023. The topic was “Advancing Public Health in Joint Force Missions” and RDML Brandon Taylor provided the keynote presentation.



LCDR Jason Tu



LT Ying Lin



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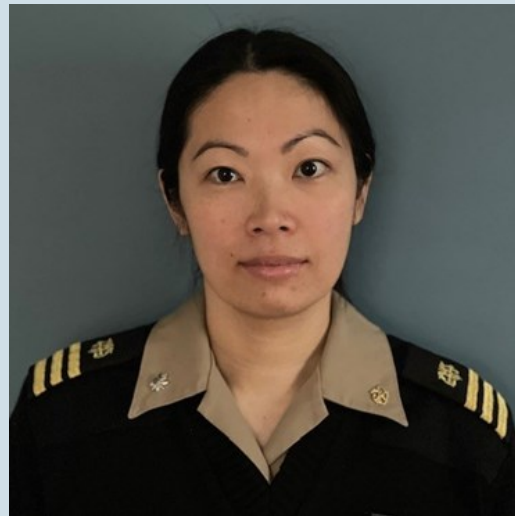
Excellence

Nominations & Membership Subcommittee

- Developed PowerPoint slides and trained incumbent Voting Members (VM) on the updated process of reviewing and scoring VM candidates.
- Managed the APAOC Voting Membership Application Process and the selection of 12 new Voting Members to serve a three-year term.
- Managed the APAOC Senior Advisor Application Process and the selection of the new Senior Advisor to serve a two-year term.
- Maintained and updated the Master File of APAOC Leadership that includes respective information for all VMs and their alternates.
- Maintained and updated the APAOC 2023 Organizational Chart and VM alternate forms.
- Coordinated the selections of VMs assignment for OY 2024.



CDR Hong Vu



CDR Nguyet Ton



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Publications Subcommittee

- Updated the APAOC webpage listing all the APAOC newsletters.
- Published Spring and Summer Newsletters featuring 13 articles from 27 authors highlighting APAOC members, events, and experiences.
- Fall/Winter Newsletter is in progress, expected to feature 8 articles. Currently undergoing review.
- Recruited 7 volunteer editors throughout the year to review newsletter articles.
- Timely disseminated OSG approved newsletters through APAOC listserv announcements, onto APAOC website, and on APAOC social media platforms.
- Developed 1-page “APAOC Tutorial on USPHS Brand Guidelines” to align APAOC materials with USPHS guidelines.
- Updated Publisher template to follow USPHS Brand Guidelines. All APAOC newsletters now feature the correct font, color palette, and style.



LCDR Adena Yau



LCDR Jun Lee



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Public Relations Subcommittee

- Developed and presented a virtual Lunar New Year celebration event for APAOC members across the nation. The event showcased our officer's personal celebration stories and also increased awareness of the diverse Asian American cultures. The event had more than 90 attendees and the feedback received from the after-action survey had a 100% satisfaction rate.
- Hosted a virtual event for AANHPI Heritage Month in May to celebrate and honor the many AANHPI Women Leaders of America. The event featured keynote speaker, USPHS CAPT Juliet Taylor, who shared her personal story and career path. The event had more than 65 attendees.
- Created and disseminated an online survey regarding the interest of APAOC members purchasing the newly designed esprit de corps APAOC challenge coin to commemorate over 30 years of APAOC advocacy for AAPI officers and the communities; received positive responses with officers requesting to purchase the new coin.



LCDR Kathleen Tisdale



LCDR William Chang



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Recruitment & Retention Subcommittee

- Attended all in-person 2023 OBC Open Houses with an APAOC representative.
- Recruited 32 new officers to date.
- Sent welcome emails to all newly recruited officers via OBC and any new officers who signed up via listserv.
- Organized and hosted a successful APAOC Family Picnic over the summer (Walter Reed) with over 40 adults and 20 children in attendance.
- Supported CCHQ Recruitment Blitz by tracking APAOC recruitment activities with the support from CEWG (1 at a university and 5 at community health fairs).



LCDR Vicky Hsu



LCDR Suresh Jayasekara



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Community Engagement Workgroup

- Expanded the CEWG from 18 officers to an efficient group of 35 members covering five regions across the nation.
- Developed and implemented training for the Healthy Mind Initiative (HMI) lesson plan in collaboration with PACE; trained 21 APAOC and SGET officers to deliver mental health education at 21 community engagement events nationwide.
- Hosted and organized 33 community engagement events by 100 officers to promote the Surgeon General's priorities and raise visibility of USPHS and APAOC among over 29,000 members of AANHPI communities. Topics included: USPHS recruitment, clinical services to underserved population, HMI lectures, materials to promote awareness on 988 Suicide and Crisis Lifeline, Opioid Overdose and Narcan Training, and Diabetes Management, etc.
- Established a partnership with Asian American Health Initiative (AAHI) to host multiple large health fairs in MD.
- Initiated the effort to collect health resources in various AANHPI languages, including the development of a series of Diabetes Management slides with scripts in Korean, to ensure that community members receive accurate health information while addressing language barriers.
- Published 3 articles for APAOC's newsletter and posted 11 stories on social media to highlight the officer's community engagement activities.
- Supported Mental Wellness and Behavioral Health Working Group, a new initiative in the OSG to support USPHS officers mental wellness, with a collaborative community event in Atlanta.



CDR Quynh-Van Tran



LCDR Miaka Huynh



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Social Media Workgroup

- Expanded SMWG platforms by creating an APAOC LinkedIn account targeting a new audience for posting APAOC and PHS community events, health information, and outstanding public services conducted by APAOC members in social media (Facebook, Instagram, LinkedIn, and X).
- Grew 259 followers and 252 connections in LinkedIn since inception in January 2023; grew Facebook followers to 744 (from 659 at the end of OY 2022), Instagram followers to 283 (from 258 at the end of OY 2022).
- Recruited and trained 33 volunteers on the proper rules of posting on APAOC social media platforms and make posting assignments, with quarterly update meetings.
- Created an APAOC flyer with newly created QR codes for each of the four platforms to provide easier connections.
- Created a form to solicitate APAOC Officer Spotlights, highlighting 15 APAOC officers.
- Created a metric datasheet to help capture posting metrics to streamline future data collections.



CDR Lisa Lee



CDR Harold Sano



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AANHPI Cultural Support Workgroup

- Hosted a suicide prevention webinar entitled “Saving Lives through Suicide Prevention” on Sep 20, 2023 that engaged 50 professionals within the PHS.
- Organized a post-movie discussion event in collaboration with SOAGDAG that involved nine officers and covered seven key themes on the movie “Everything Everywhere All at Once”.
- Authored a comprehensive resource paper on AANHPI youth mental health, drawing on data from reputable sources and featuring multi-disciplinary authorship.
- Supported the MOLC Cultural Ambassador Program and the 2023 USPHS Scientific and Training Symposium Pre-Conference seminar entitled “Facing the Rising Sun: Uniting to Advance Health Equity and Promote Cultural Humility within the Commissioned Corps”.
- Delivered a Topics in Public Health lecture on 12/15/2023 titled “Addressing Psychological Trauma in the Asian American, Native Hawaiian, and Pacific Islander Community”, providing continuing education credit to over 150 live participants.



CDR Nicole Pascua



LT Kun-Yueh Hsieh



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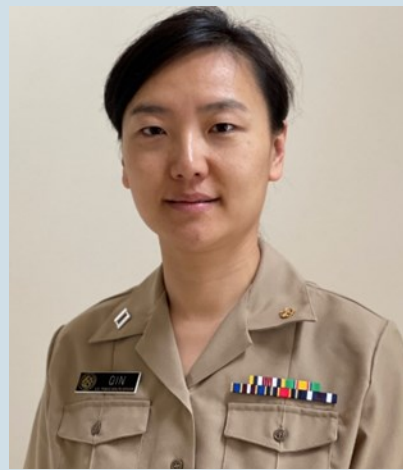
Excellence

AANHPI Health Equity Workgroup

- Developed a standard operating procedure (SOP) for the newly launched Workgroup.
- Established a framework for the mission, goals, organization, planned annual activities, and partnerships/collaborations of the Workgroup.
- Inherited from CEWG and expanded on the list of Federal health resources in various AANHPI languages for volunteers' use in community outreach events to disseminate reliable health information to the AANHPI communities.
- Delivered multiple professional presentations:
 - By CAPT (ret.) Graydon Yatabe and LT Jin Qin “Health Disparities among AAPI Populations: An Overview and Examples in Cancer Health,” a PharmPAC Topics in Public Health, Conversations in Equity series lecture on January 20, 2023; over 350 attendees.
 - By CDR Doan Singh and LCDR Ruby Leong: “It Takes a Village: Changing the Narrative of Youth Mental Health in Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Populations” at the AMSUS meeting on February 15, 2023; over 50 attendees.
 - By CDR Doan Singh and LCDR Evelyn Hong “APAOC’s Efforts in Promoting Youth Mental Health in Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Populations” at the AMSUS meeting on February 15, 2023; over 2,000 healthcare professionals attending the meeting had access to the poster presentation.
 - By LT Jin Qin “Cancer Health Disparities in Asian Americans and Pacific Islanders” at the NIH Annual Asian American, Native Hawaiian/Pacific Islander Health Research



LCDR Ruby Leong



LT Jin Qin



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Readiness and Deployment Branch (RDB) Liaisons

- Provide timely RDB report outs during the operational year.
- Representing APAOC for the new quarterly CCHQ's RDB Office Hours for updates and Q&A report outs.
- Represented APAOC on readiness and deployment related items.



CAPT David Lau



CDR Christopher Lim



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Association of Military Surgeons of the United States (AMSUS) Liaison

- Provided timely, up-to-date information and reminders from AMSUS at the APAOC General Members Meeting!



LCDR Danhe Cui



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APAOC Incoming Senior Advisor Remarks



RDML Emil Wang

The 2023 operational year has been momentous for the Asian Pacific American Officers Committee (APAOC). The 2023 Chair, CDR Chaolong Qi, Executive Committee, leaders of the Subcommittees and Workgroups, and voting and general members, under the guidance of Senior Advisor, CAPT Juliette Taylor, have achieved numerous accomplishments to advance the Surgeon General's (SG's) priorities, lead collaboration with other Professional Advisory Committees (PACs) and Chartered Advisory Groups (CAGs), coordinate third-party engagements at the national level, and address minority health and disparity issues impacting the Asian American and Native Hawaiian/Pacific Islander (AANHPI) communities.

I am particularly impressed with APAOC's strong sense of community, inclusiveness, diversity, and cultural fluency, not only among the U.S. Public Health Service (USPHS) Commissioned Corps (CC) and the Minority Officers Liaison Council, but also through broad community engagement. This ethos demonstrates our capabilities as public health professionals, is essential to our ability to innovate and lead, catalyzes partnerships, and supports officer and community well-being.

Looking forward, my goals as Senior Advisor are to provide guidance for officers':

- **Leadership Development:** Leadership is a USPHS CC core value, an inherent part of officer-ship, and instrumental to our role as public health professionals. AANHPI officers excel as leaders in clinical care, research, science, policy, emergency response, and service to the vulnerable and underserved.

AANHPI officers are under-represented in the flag officer ranks. I intend to support the aspiration of officers to develop their strategic leadership competencies – including leading people, building coalitions, exhibiting business acumen, driving change, and achieving results – to attain senior and executive level positions in the agencies we serve.



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APAOC Incoming Senior Advisor Remarks (*Continued*)

- Professional Development: Professional competence and career growth and advancement, including career progression and assuming assignments of responsibility at or greater than one's grade, is a condition of service. As a result of force management requirements and the evolving mission of the USPHS CC, recently implemented and forthcoming policies establish new promotion procedures and precepts.

I plan to provide information and counseling on these requirements, including impending new promotion benchmarks. This will help with career development and enable officers to prepare for promotions and to meet current and emergent public health needs.

With the significant challenges facing the USPHS CC as an institution and our officers, I call upon everyone to engage and support the ambitious operational year 2024 goals and initiatives of APAOC and CDR Sophia Park, Chair. Together, we can serve as an organizational role model and galvanize officers to promote the SG's priorities and interests of the AANHPI communities.

It is an honor to serve with you.



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Chair-Elect Vision and Goals for APAOC 2024

Officer Support & Development

- Improved communication of OSG priorities
- Provide robust officer support in times of change
- Prioritization of officer well-being and connections
- Other leadership and mentorship opportunities

APAOC Growth, Visibility & Networking

- Increased membership and retention
- Fostering strategic partnerships with CAGs/PACs and other external entities (e.g., WHIAANPHI, FAPAC, NIH's AANHPI-HSIG, AAHI, etc.)

AANHPI Community Engagement

- Expanded community events nationwide to advance SG priorities
- Adequate officer support (e.g., language and material support)
- Increased HMI training and events for our AANHPI communities

Cultural Awareness & Health Equity

- Advise OSG on health disparity issues in AANHPI communities
- Organize various internal and external initiatives to promote cultural awareness and health equity



CDR Sophia Park



In Officio Salutis

Leadership

Service

Integrity

Excellence



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