

Speaker 1:

Welcome, and thank you for joining today's conference, Hispanic Heritage Month Observance. Before we begin, please ensure you have opened the WebEx chat panel by using the associated icon located on the bottom right corner of your screen. Please note that all audio connections are muted at this time until the Q&A portion of the call.

You may submit written questions throughout the presentation, and these will be addressed during the Q&A. To submit a written question, select all panelists from the dropdown menu in the chat panel, enter your question in the message box provided and send. The instructions on how to ask a verbal question will be given at the time of the Q&A session. If you require any technical assistance, please send a chat to the event producer. With that, I'll turn the conference over to Ms. Terri Nintemann, Deputy Administrator. Please go ahead.

Terri Nintemann:

Thank you. And good afternoon. I'm Terri Nintemann, the FSIS Deputy Administrator. I'm so pleased to welcome you to today's event in honor of Hispanic Heritage Month. From September 15th through October 15th, we celebrate the enduring contributions of the Hispanic population to our country. The date of September 15th is significant because it is the anniversary of independence for Latin American countries, Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16th and September 18th, respectively.

As we honor Hispanic heritage month, as well as the celebration of many Latin American nations, the independence of many Latin American nations, we also celebrate the contributions of Hispanic and Latino Americans to include those that work across the federal government. At FSIS, our Hispanic employees play a critical role in ensuring that food is safe for consumers. They are an integral part of building a diverse and high performing workforce. They contribute to the FSIS public health mission every day as food inspectors, consumer safety inspectors, public health veterinarians, scientists, and senior leaders. Hispanic employees make up 12.3% of the FSIS workforce, which is above the civilian labor forces representation rate of 10.7%.

The theme for this year's Hispanic Heritage Month is Esperanza, a celebration of Hispanic heritage and hope. In spirit of that theme, today's observance will feature Carmen G. Cantor. Carmen G. Cantor, a career member of the Senior Executive Service is the US Ambassador to the Federated States of Micronesia. Previously, she served as Director of the Office of Civil Service Human Resource Management in the Bureau of Human Resources, Executive Director for the Bureaus of Educational and Cultural Affairs and International Information Programs, and Executive Director of the Bureau of Counterterrorism, all at the US Department of State.

Before re-joining the Department of State, Ms. Cantor worked as Director of the Office of Civil Rights at the Foreign Agricultural Service at USDA and Director of the Office of Equal Opportunity Employment, the Office of Equal Employment Opportunity of the US Federal Maritime Commission in Washington, DC. Her 30

plus years of federal career also includes several positions in the Office of Civil Rights and in the Bureau of Human Resources at the US Department of State and at the US Postal Service.

In 2014, she received the Secretary of State's EEO Award for her work with Hispanic Employee Council of Foreign Affairs Agencies and a Superior Honor Award for her outstanding performance as the first executive director in the Counterterrorism Bureau and a Meritorious Honor Award for outstanding performance and for providing inspiring leadership management in the Bureau of Human Resources' Office of Recruitment. In May 2014, Latina Style magazine named her one of five Latina Trailblazers of American Foreign Policy at the US Department of State.

Ms. Cantor was raised in Puerto Rico. She earned a Certificate in International Migration Studies from Georgetown University's School of Continuing Studies, an MA in Labor Relations from the Inter American University of Puerto Rico, and a BA in Sociology from the University of Puerto Rico Mayaguez Campus. She has attended executive courses at Harvard University's Kennedy School of Government, Cornell University, the Center for Creative Leadership, the Air War College, DOD Vanguard's Program, and others. She is also an alumna of the National Hispana Leadership Institute and the Aspen Institute's International Career Advancement Program. With that, I'm so pleased to turn the program over to Carmen Cantor for her remarks. Madam Ambassador?

Carmen Cantor:

Yes. Thank you so very much for that kind introduction, Deputy Administrator Nintemann. Buenas tardes to all of you. I know it's Wednesday afternoon back in the States. It's already Thursday morning here in the Federated States of Micronesia, or as we call it the FSM.

Let me start by giving everyone a warm island welcome, [Pohnpeian 0:00:06:22], which means hello in Pohnpeian, one of the languages that are spoken here in the FSM. Before I begin, I want to take a moment to thank the USDA Food Safety and Inspection Service for the chance to chat with all of you today during Hispanic Heritage Month, the time of the year where we honor the cultural richness of Hispanics, and we celebrate our history and the countless contributions we have made to our nation over the years. It is also the month where I have a chance to give back to the community that has supported me, shaped me, and taught me how to move in our world of work, which is the United States Government I'm with.

Today, I want to talk to you about my career path from Mayaguez, Puerto Rico to Micronesia, what were my challenges, the barriers to success, and most importantly, what has my career, now 31 years counting, meant to me. Having a background that I share with many of you, my Hispanic heritage is a source of strength for me with my familia. I want to share where I get my strength, and more importantly, how I have channeled it towards success.

I will also pull back the curtain and share what I do as United States Ambassador to the FSM. We will talk about our bilateral relationship, which is the key word here as the FSM and the United States have a long, very special and positive partnership with broad and deep mutually beneficial ties, values, and interests. And I will talk today about the key efforts we make as a diplomatic mission to champion civil leadership, fosters women's entrepreneurship, empower women, and do many, many more things here in the FSM.

Now, as I reflect on the trajectory of my life, I am still stunned as to where my life and career has taken me. Looking back on this incredible journey to become a US ambassador, I realized that every decision that I have made since my childhood brought me exactly where I am today. Every organization that I was a member of, every degree that I earned, every distinct job I had in my 31 year public service career had one purpose. They all prepared me for the great honor of serving the President of the United States and the American people as Ambassadors to the Federated States of Micronesia.

It all started back in my Mayaguez, Puerto Rico when I was a tween. I was a girl scout. As a teenager, I became a cadet officer of the Civil Air Patrol, where for the first time in my life, I had the honor to represent the United States in Canada and in the United Kingdom as part of the International Air Cadet Exchange program. As a college junior and a senior at the University of Puerto Rico [Spanish 00:09:23] Mayaguez, I worked as a research assistant with the Sea Grant Program, a program that works to create and maintain a healthy coastal environment and economy. Little did I know I would be serving in a country composed of 607 islands covering 1 million squares of ocean, the size of the Continental US.

Even the decision of switching majors in college prepared me to become an ambassador. During my first year at the University of Puerto Rico in Mayaguez [Spanish 00:09:58], I was an industrial engineering student trying to decide whether engineering was really the field I wanted to work in. I realized that in fact, I wanted to work with people in an international environment.

The University of Puerto Rico did not offer a degree in international relations, so without telling my parents, I changed my major from industrial engineering to something related to the study of human values, relationships, beliefs, and society. I switched my major to sociology. And I still remember, I can tell you, I still remember very distinctly my father's reaction when I told him. Remember, I didn't say anything. [Spanish 00:10:42]. Basically, he said, "Why are you quitting engineering? What's sociology, and what are you going to do with that degree?" Well, I didn't know at the time where a sociology degree will take me, but here we are, 31 years later.

Overcoming my father's initial concerns was actually one of my first challenges to success, but right after college, I began serving our nation in different roles at different agencies as the Deputy mentioned, the US Postal Service, the Federal Maritime Commission, USDA, the Foreign Agricultural Service, and finally the US

Department of State. It is amazing that each of these experiences prepared me to lead an embassy. All of my former agencies worked so I could leave to navigate the waters of the Compact of Free Association agreement with the FSM. This is one of three countries in the world where we have this unique agreement, so I feel so fortunate my path has to let me here.

Let me tell you a little bit about my work on what we do at the US Embassy in Kolonia. The US Embassy is known to many Americans abroad as a place to go if you lose your passport or if you're in need of emergency advice or assistance while traveling overseas. It is that of course, but it is also so much more. In my role as Chief of Mission, I oversee and coordinate the efforts of several US agencies located in the FSM who work in tandem, including the Department of Defense, the Department of Agriculture. We have NRCS and Rural Development, United States Agency for International Development, and the Department of Interior. This diverse group of agencies, when woven together with our dedicated and talented local staff, forms a strong team.

The work that we do as a US mission, our overall objectives are part of this overarching principle, to safeguard us interests while improving lives and livelihoods of the host country's citizens. We do that by providing targeted resources, including the best most effective practices from the United States. The FSM as a sovereign nation is very young. It gained its independence in 1979. It has a very young population. And according to the World Fact Book, more than 46% of the country is under the age of 25.

In addition to strengthening the bilateral relationship with the FSM, one of my highest priorities has been the empowerment of women and girls. The embassy has worked on several initiatives in this area. Let me just mention that one of the reasons why that's one of my goals is because the FSM up until a couple of years ago was one of the few countries in the world with no women in its legislature. And now they have a couple of women in their cabinet.

We've been partnering with International Office for Migration, IOM, to support women's economic development across the Freely Associated States, which include the FSM, the Republic of the Marshall Islands, and the Republic of Palau. IOM supports NGOs and they focus on breaking stereotypes and raising awareness of gender discrimination. And they help women who own small businesses, help them learn more about finances, banking, advertising. We also give small grants to grow their businesses.

We have worked also on other several important projects to support women. We helped restart the Pohnpei Girl Scouts. There were no Girls Scouts here. And right after my arrival 20 months ago, in a couple of months we had a troop with more than 30 girls the US Embassy is sponsoring. The embassy also participated in the #BlackOutViolencePohnpei campaign to raise awareness about gender-based violence and domestic violence issues.

For the National Day of the Girl, we used an important tool to empower girls last year, donating books and computer equipment to local schools and libraries on the island of Chuuk as well as on Pohnpei. We hosted the first Superhero Fun Run and Walk with the theme, My voice, Our Equal Future. It was a tremendous partnership with local and federal government and businesses. And I felt it was so important to underscore that girls can and must be included in all parts of society. This was one of the most popular and fun events we have hosted with more than 800 participants.

Let me just stop there for a second. We have been able to do these things because the FSM is one of the few countries in the world with no COVID cases, zero. I walk out my door, I don't have to wear a mask. I don't have to social distance. This is because back in 2020, March 2020, the country closed its borders. We've been able to do many things that the rest of the world has not been able to because of the pandemic.

Another important milestone for women last year was honoring the 100th anniversary of the 19th Amendment of the US Constitution on Women's Equality Day, which legally gave most American women the right to vote. With my women majority delegation, up until last year, most of my team was female, I engaged in a series of unprecedented meetings with traditional leaders throughout Pohnpei. That includes kings and queens. The fact that most of the delegation was women definitely was noticed with one leader pointing out this was the first time he had hosted a woman US ambassador.

Being visible and showing the women and girls of the FSM that women can and do [inaudible 00:16:49] goals of power and responsibility is so very important for their education and growth. I am pleased and proud that the US Embassy in Kolonia is able to showcase the talented women on our staff.

Now, one of the recent highlights of our efforts to reach out to the FSM and [inaudible 00:17:08] was an interview with a very special guest, Dr. Anthony Fauci. It is amazing what you can accomplish with a simple request. I asked Dr. Fauci directly if he could answer some questions for the FSM, and he agreed to a short videotape message interview, which we played on our embassy's Facebook page. This interview was tremendously helpful in addressing people's concerns about the vaccines we provided to the FSM in the fight against COVID-19 and in encouraging them to get vaccinated as soon as possible.

Another high point is being the host of the only weekly radio show in Micronesia, American Waves, where I highlight American music and share ongoing news about the work we do at the embassy. And let me tell you, never in my life I imagined that I will be a radio show host. This is just other duties as assigned as we say in the federal government when we look at our position descriptions.

Some of you might be asking, what is it like to be an ambassador? Well, this is a question that I hear often. It is a position that is natural to me in large part

because I do love the work that I do. I have put in the time and effort of leading and managing diverse people, learning from my mistakes, and also having a clear philosophy of how to treat and lead people in addition to setting clear expectations.

I mentioned a few challenges. When I was sworn in 20 months ago in the National Museum of American Diplomacy in Washington, DC, I told people back then that me being there in front of them as a US ambassador should have never happened. What are the odds of a woman born and raised in Mayaguez, Puerto Rico, someone who went to public schools, someone who needed Pell Grants to finance a college education at a public university, someone who spoke English with an accent, the daughter of an army veteran with an eighth grade education and who was one of 18 siblings and also the daughter of a woman so poor she only had one pair of shoes growing up? What are the odds someone who looks and sounds like me would be there in front of all of them on my way to represent our nation overseas as a US ambassador?

Well, let me tell you because of hard work, perseverance, support and guidance from mentors and sponsors, people who took the time to invest in me, people who showed confidence in my skills and abilities, I beat those odds. Let me tell you, this is a rare privilege and a tremendous honor and one that I take very, very seriously.

Today, for me, it has been an opportunity to reflect about this journey. And on this year's Hispanic Heritage Month theme, as the Deputy Administrator mentioned, Esperanza, a celebration and Hispanic heritage and hope, I've been reflecting on that theme. I left Washington for the FSM in January 2020. I spent the last 20 months promoting democratic principles, making more friends, and building on those close mutual relationships cultivated by my predecessors and the team at the US Embassy.

I have tackled environmental challenges. I have strengthened health and education systems and offer more opportunities to Micronesian men and women in a close and lasting friendship between the two countries. All of these have been founded on esperanza, on hope, like the theme states.

In closing, I want to thank all of you for giving me the opportunity to share part of my story as a Latina in the federal government. And I hope at some point you all can come visit Micronesia once the borders reopen. I again, want to say thank you, [foreign language 00:21:05], and thank you.

Speaker 1:

As we move to the Q&A section, you may submit written question throughout the presentation by selecting all panelists from the dropdown menu in the chat panel, entering your question in the message box provided, and send. If you have a verbal question, you may enter the question queue by using the WebEx raise hand icon. You'll hear a beep tone when your line is unmuted. At that time, please state your name and question.

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Carmen Cantor: Thank you very much, Jesus, for that comment. While we wait for questions if you have any, I mentioned having the opportunity to meet Dr. Fauci, let me just tell you how that happened. We've been working with the FSM trying to convince them to start the vaccination process. They received vaccines back in December. Lots of people have many, many questions about the vaccines and COVID. You all know there is a lot of information out there.

One of the questions that people had, there were concerns because the FSM was one of the first countries to receive vaccines, and someone made a comment that we are being used as Guinea pigs. Why are we getting vaccines before anyone else in the world? And I said to my team, I said, "We should ask Dr. Fauci this question, because you know who better than him to answer something like that?" So I did. I said, "Let me reach out to his team. And within 24 hours, we had an answer. He said, "Yes, we're going to do this."

We scheduled... Actually, he scheduled the short meeting interview for the day after inauguration. I was almost sure that it was going to be canceled. The day of our interview, we were going to meet at 12 o'clock. At seven o'clock in the morning, he was in Good Morning America. He was being interviewed by Michael Strahan. He was telling Michael Strahan how he had meetings with the President later that day. I kept thinking, and you have a meeting with me and I hope you don't cancel.

He didn't cancel. We did have our meeting at 12 o'clock, and he answered all the questions. We taped the interview, we put it on our Facebook page, and it has been viewed thousands of times. It was really great. People loved that Dr. Fauci addressed the people of Micronesia and people have been vaccinating. I think that up to 70% of the population have received the two doses of the vaccine here in Micronesia. Let's see if we have other comments in the chat box.

Speaker 1: Yes, I do see a couple of more comments here. The next comment says, "Very inspirational. Thank you for sharing your story with us." And-

Carmen Cantor: Thank you. Go ahead.

Speaker 1: Sure. The next question is, "Great presentation and enthusiasm. As a Hispanic, did you have any bad experience or obstacles? How did you address it and what impact did it have in you?"

Carmen Cantor: Yes. Thank you so much for that question. I mean, 31 years in government, I've had some experiences and challenges and obstacles. What matters is how you address those obstacles. Let me just give you one example. Years ago, I was very interested in doing a detailed assignment in another bureau, another office. The manager that I had at the time was not very supportive and he didn't let me go on this detail. A couple of months later, another opportunity came up and the same thing.

This went on for a couple of years. Everytime there was an opportunity for me to do something else. Let me tell you, as disappointing as that was, I never gave up. I just kept doing my job, doing a good job. I tell people that one of the things that I do often, I don't give anyone a reason to come back and tell me that I'm not performing at the level that I should be performing. I take pride on what I do and I do it well. People say you give 100% percent. You give more than 100%.

I took the initiative to do other things. I continued to learn. When these things happen, when you have challenges, you just keep going. Again, back in the '90s, when I began my career, I began my career actually in San Juan, Puerto Rico, and I transferred to the Postal Service, one of the offices in Orlando. One of the managers in Puerto Rico told me, as I was leaving, he said, "You are going to have challenges because you are a woman and you're Hispanic and you are educated." I didn't see those as challenges. I saw all those as advantages. Yes, I'm a woman, I'm a minority, and I'm educated, and I'm going to do the best that I can with what I have. So again, yes, we can talk for hours about the many experiences and challenges, but like I said, what matters is what you do to move on.

Speaker 1: Okay. Thank you for that. Moving on to the next question. What are the ways based on your experience that we could consider and take back into our organization to inspire others in various stages of their career to consider careers in the federal government and public health?

Carmen Cantor: Okay. Thank you so much for that question, Janet. There are many things that we can do to take back to our organization and inspire others. You don't have to be in a position like the one that I am to inspire others. I didn't mention during my presentation mentoring. I did actually say that thanks to many mentors and sponsors, I am where I am. But consider being a mentor. It's something that is very important. You can inspire many people by doing that. You don't have to be a GS-15, a GS-14, you can be a mentor after GS-9 to junior employees, junior staffers.

You should also, how can I say, take pride in what you do. One thing that I've always done throughout my career, I've worked in different agencies, but every time I work in an agency and I work in a bureau, I love the mission of that bureau. I've never taken jobs based on how much money I'm going to make. It's not that I'm wealthy because I'm not, it's just that I've always felt that it's important for me to do a job that I love because I'm going to want to be at work

and I want to make a difference. So if you are doing a job that you love, you're going to be inspiring others because they see how genuine you are.

In terms of considering careers in the federal government and public health, I used to work as a recruiter many, many years ago. Actually, I have a story to share about that. I didn't want to join the federal government after college. I'm sharing this with you because I remember one thing that my father, the one person that I mentioned that had an eighth grade education, told me at the time, he said when I got graduated from college, "You don't have another job lined up. You have this opportunity to join the federal government. Take this job. You're going to have benefits. You're going to have a health plan. And then you keep looking for other positions."

I'm so glad I listened to my dad. The job that I had with the Postal Service, I was working nights. I was working the night shift and I was not looking forward to that. I thought after I graduated from college, that I would have an 8:00 to 5:00 job with Saturdays and Sundays off. And that was not the case. I didn't get Saturdays Sundays off until I don't know how many years after I started working in the government.

But again, try to do something that if you love the mission of your organization, you can mentor others, you can inspire others, and you should try to bring others into the federal government because it's a great option. It's a great career. Here I am, 31 later, I did think I was going to leave after spending a couple of years in the Postal Service. Things got more exciting as the years went by.

I see that there is another question from [inaudible 00:31:36] about struggling with imposter syndrome. I do have to tell you, yes, I struggled with imposter syndrome in the past. Sometimes people might want you to believe that you're not qualified and you're not ready to take on new challenges. And as a woman and as a Latina, someone who has an accent, it's something that I struggled with up until I would say two, three years ago. I think it took for me to have a meeting with a couple of senators.

While I was going through the confirmation process for the nomination, I had to meet with senators before I went to the Senate for my hearing. And as soon as I walk into the senator's offices, all of them said to me separately, they look at my bio, they look at my qualifications and they said, "You are extremely qualified for this job. You're the right person for this job. And you're going to a country that is very similar." I grew up in Puerto Rico, an island. It was the perfect fit.

So yes, I struggled with that. All of you, if you have a college degree and you have years of experience, don't underestimate yourself. Just look on online ways to overcome imposter syndrome. Work on your self-confidence. Don't let people put you down because some people might be out there and they're insecure and they have unconscious biases. Just keep doing what you're doing.

Let me see. What's the next question here? Okay. No, I don't have any other questions. There's some comments. Thank you so much for the comment, Deputy Administrator Nintemann.

Speaker 1: I do not see any further questions in the chat or on the verbal queue. As a reminder, to submit a written question, please select all panelists from the dropdown menu in the chat panel, enter your question in the message box provided, and send. To ask a verbal question, you may enter the question queue by using the WebEx raise hand icon just about the panel. You'll hear a beep tone when your line is unmuted. At that time, please state your name and question.

Carmen Cantor: While we wait again for any other comments or questions, and I know that we're probably running out of time in the next five to 10 minutes, I mentioned, excuse me, the radio show. If any of you is ever interested, you can go to [soundcloud.com](https://soundcloud.com) and you can type on the search bar, US Embassy Kolonia with K, and you can hear the radio shows that we've done over the last, I would say nine months. We've been doing the radio show about a year.

The reason why we're doing the radio show is because I mentioned we have 607 islands here in the FSM. Because of COVID, there's no COVID, but the borders were closed, there was no way to travel between the islands. I asked my staff, I said, "We need to figure out a way that we can reach out to people." The two ways that you can reach out to people here in the FSM is through Facebook and through the radio. So we came up with this idea.

I asked my team for a name. And they came up with American Waves. Like I said, we highlight American music every week, but we take the opportunity also to talk about what we're doing in the FSM, the US Government, the different agencies. It has been quite an experience. I've had different guests on the show, including, let me give you one example, for the 4th of July week, I had the President of Micronesia. He studied in the United States and he shared with us his favorite American music.

Again, it's been a great vehicle for us to promote American foreign policy and share our culture, which many Micronesians travel to the US. They can work and live and study in the US without visa. So they're very familiar with our culture and they love listening. Actually, let me tell you, country music it's the favorite music that most people here listen to.

Okay. There is another question. What are the top qualities you would say one can have to advance to the executive levels of management? There are many qualities. To advance, especially in the federal government as a member of the Senior Executive Service, some of you might be familiar with the Executive Core Qualifications, results, leading driven, leading people, leading change, business acumen, and building coalitions.

Let me tell you what I did. When I was between being a GS-12 and GS-14, GS-15, but mostly 12, 13, I tried to focus on getting as much training as I could in leadership and management because that's key. Yes, you need to know. You need to be a subject matter expert. You're probably a subject matter expert in something, but as you move up the career ladder, you're going to be a team lead, or you're going to be a supervisor or you're going to be a manager, and you're going to have to deal with people.

People are your most important asset. I've always told my teams, of course, I expect you to know what your job entails, but what I do expect from people is to treat each other with respect and to communicate and work together to collaborate. I would suggest if you're looking at becoming a member of the SES or joining the ranks of SES or moving up as a supervisor, GS-12, 13, 14, 15, try to learn as much as you can about leadership. I know that because of COVID, most of the training that is happening nowadays is virtual. There are many things that you can do that are not necessarily training.

I used to many years ago, I subscribed to a newsletter put out by [governmentexecutive.com](http://governmentexecutive.com). Still out. I get it every day. That newsletter provides information in management, different areas, what's happening in Capitol Hill, because you need to know about those things. What I'm trying to say is prepare yourself for the step. What's the next job that you want to have? You can do that by training, if you can, in this case, virtual training, reading books. There are books on leadership. I learned a lot from Colin Powell's autobiography. He has his 13 traits, leadership traits, that are very, very key. Learn as much as you can.

I also would suggest to network. And again, it's difficult. Things have changed over the last year and a half, but that's something that I didn't do at the beginning of my career and I regret. I'm an introvert by nature. It doesn't mean that I cannot talk to people. It's just that I don't get all my energy from being around people all the time. But if you can network, go ahead and network.

One more thing that I suggest people do, you might have heard during the introduction I was a member of the Hispanic Employee Council of Foreign Affairs Agencies HECFAA, at the State Department. Try to join employee affinity groups, because not only you can be part of the boards and have leadership roles, but you're also going to meet people from throughout your organization. And again, when the time comes, you are looking for another position in another bureau or in another office, you probably are going to know people through the employee affinity groups, and you can talk to those individuals about how is it to work in those offices.

The last thing, again, try to find a mentor if you don't have one or several mentors. At the same time, mentor others. Again, I think I gave you four or five different things that you can do if you're thinking about moving up the career ladder, especially joining the Senior Executive Service. If you are at the GS-14, 15 level, I would suggest you start working on those Executive Core Qualifications. Look at them and start writing them. Don't wait until there is an opportunity to

be part of the career development program, an SES career development program. You can start working on those ECQs because you cannot do that in two or three hours. You need to think about the things that you have done and you have to demonstrate what you have accomplished.

I see another question. In what ways has your heritage helped your advancement in the workplace? I don't think my heritage has helped me advance in the workplace. It's been my work. Of course, people know that I'm Hispanic. Like I said before, I have an accent, it's there. Again, I focus my career on doing the best job that I can, more than 100%, always doing the best that I can, taking the initiative, volunteering, working well with others, building coalitions. That is what has helped me advance in the workplace. Yes, I see the comment from Samantha [inaudible 00:42:07] also, if you reach out to me via LinkedIn, I would be happy to be a connection in LinkedIn. Thank you.

Aleesha Grady: Yes. Good afternoon. My name is Aleesha Grady. I'm an equal employment specialist. First, I would like to thank the Ambassador Cantor for providing us with her journey from Puerto Rico to Micronesia. In addition, thank you Terri Nintemann for the opening remarks. This was very engaging. Also, I would like to thank and give special thanks to all employees that were able to join us today. This event will be recorded and provided later on the civil rights website. Thanks again, and enjoy your afternoon and stay safe.

Carmen Cantor: Thank you very much. It was a pleasure. Have a good day, everyone. Thank you, Aleesha.

Speaker 1: Sorry about that. That concludes our conference. Thank you for using event services. You may now disconnect.