



ACADEMY REVIEW

July 2020

NEW EFFORTS ON DIVERSITY & INCLUSION AT STATE

“The demonstrators and those who have spoken out remind us that America cannot lead the world unless at home we live up to the values we so proudly defend abroad.”

This is an excerpt from the [statement](#) issued by the Academy last month in support of the thousands of peaceful demonstrators who came out to the streets across America and the world to protest racial discrimination and police brutality. The statement goes on to point out that the issues at the heart of the demonstrations bear a direct relevance to AAD’s mission and that a strong US diplomacy hinges on a strong diplomatic service, which needs “to look like America.” Yet, right now, this is not the case at the State Department. The Academy offers several ways in which the Department can commit to greater inclusion and diversity in the immediate future. The statement was broadly covered by the [Hill](#), [Politico](#), the [Washington Post](#), [CNN](#) and [NBC](#), and was praised by the [House Foreign Affairs Committee](#).

Even before this statement, the Academy’s leadership has begun a discussion about developing concrete recommendations for improving diversity and inclusion at the Department, but the current events certainly galvanized the process. Over the past few weeks, AAD’s new Diversity and Inclusion Study Group, co-chaired by Deborah McCarthy and Pete Romero, has been actively meeting to develop ideas and draft recommendations, which will be directed to Congress and the Department leadership.

As a first active step in our work on diversity and inclusion, the Academy sent a [formal letter to Secretary Pompeo](#) regarding the issue of numerous reports of American Diplomats’ harassment at U.S. border entry points. The letter received detailed coverage by [CNN](#) and [Government Executive](#), and the Academy has continued to receive responses to the letter from members and non-members, including current diplomats, about the relevance and urgency of this issue.



3-IN-3 CAPITAL CAMPAIGN

STAGE 1: Internal Fundraising (2019-2020)

Goal: \$1 Million from Academy members



STAGE 2: External Fundraising (2020-2021)

Goal: \$2 Million from

- Matches from companies and organizations connected with Academy members
- Contributions from external foundations, corporations and private donors

WE’RE ALMOST AT \$1 MILLION – HELP PUSH US OVER!

The Academy has wrapped up the first year of its major fundraising effort – 3-in-3 Capital Campaign – which started at the beginning of 2019. Unfortunately, as of June 2020, we came up almost \$85,000 short of our first-year goal of 1 million raised from among our members, with only 62% of members having responded to our calls. To help us reach this goal, a group of ten dedicated Academy members, along with the remaining project funds from Hushang Ansary, came up with a **\$150,000 Challenge Grant**, which will match all new pledges made after June 2, 2020 dollar-for-dollar, thus doubling the impact of your donation.

Since the announcement of the Challenge Grant, more than 40 members have stepped up with new or additional contributions, for which we are enormously grateful. Thanks to the support of the

members who have participated so far, the Campaign now stands at over \$960,000, and more than \$40,000 of that amount can be matched. We are close, but **WE STILL NEED YOUR HELP** to get to the total amount of the Challenge Grant to claim it. Whether it is a cash gift, a required retirement contribution, a donation of stock, or a plan for a future gift in your will – all of these efforts will greatly help us get closer to the total amount of the Challenge Grant. The gift you give will help us advance the mission of strengthening American Diplomacy, as we prepare for the challenges we expect in 2021. Please visit our website to pledge or contribute now:

<https://www.academyofdiplomacy.org/donate/3-in-3-capital-campaign/>

ONGOING PROJECTS

CONSULAR FEES PROJECT

For some time, consular operations have been funded by a portion of fees paid by applicants. With most visa operations suspended due to covid-19 there are serious funding gaps and State apparently is going to Congress for supplemental funding. The current vulnerability of the dependence on fees has been long known but returning consular operations to the base budget also has risks during periodic budget cuts. Janice Jacobs is leading a study group to suggest possible, long term solutions.

UPDATE ON THE ARB PROJECT

The Academy's newest project, in partnership with the Una Chapman Cox Foundation, that seeks to tackle the language and structure of the Accountability Review Board (ARB) system kicked off on January 15, 2020 with the first Advisory Group meeting. At the meeting, the Project Director Greg Starr framed the project goal and proposed two general directions for the project's recommendations: 1) to amend the current legislative language defining the ARB process, and 2) to enhance Diplomatic Security and FSO training to better balance risk and security while allowing diplomats to perform their duties and carry out their mission by being able to get out of embassies and cultivate a broader range of contacts.

AAD is beginning with the legislative direction first by conducting a series of consultations with congressional members and their staff, including SFRC, HFAC, Senate State and Foreign Operations Appropriations Subcommittee, and House Appropriations Subcommittee on State, Foreign Operations and Related Programs. While these consultations were originally slotted to begin in May of 2020, the coronavirus outbreak has significantly slowed down this process, but we have started the effort.

In the meantime, the project Advisory Group members have been making a concerted effort to gather high level military and diplomatic support for the general idea of amending the current ARB process. At this point, AAD has the explicit support of more than 30 military and diplomatic leaders, and the Advisory Group members are working to expand that list to over 60. Greg Starr and Ron Neumann briefed the project to DG Carol Perez and Assistant Secretary for Diplomatic Security Mike Evanoff. Both are supportive. If you would like to be involved, please contact Greg Starr at gstarr508@gmail.com.

FOUNDERS SOCIETY

The Founders' Society has grown to include **32 members**. The Academy would like to recognize every one of them for going above and beyond in helping us achieve the goal of long-term sustainability by contributing or pledging \$10,000 or more to the Capital Campaign:

Thomas Boyatt
Kate Canavan
Charles Cobb
Paula Dobriansky
Shaun Donnelly
Nancy Ely-Raphel
Alonzo Fulgham
Marc Grossman
John Hamre
Bill Harrop

Robert Hunter
Janice Jacobs
Richard Jones
Craig Kelly
Steven Mann
Larry Napper
John Negroponte
Ronald Neumann
Tom Nides
Catherine Novelli

Thomas Pickering
Francis Ricciardone
Rozanne Ridgway
Charles Rivkin
Peter Romero
George Shultz
Clyde Taylor
Frank Taylor
David Welch
Frank Wisner
John Wolf
Robert Zoellick



The Founders' Society met at DACOR Bacon House on October 31, 2019 to discuss their ideas for the Academy and the Capital Campaign.

AAD ON THE HILL

CONTINUED EFFORTS ON COMMERCIAL DIPLOMACY

The Academy continues a beneficial Congressional cooperation. At the end of 2019, the House bill 1704, complete with the language provided by the Academy, was signed into law as part of the 2020 omnibus appropriations bill. Titled “Championing American Business Through Diplomacy Act of 2019”, this new law aims to prioritize commercial diplomacy and improve inter-agency cooperation, Foreign Service training and private-public engagement on the issue. The credit for this achievement goes to Chuck Cobb, the late Lorne Craner, Shaun Donnelly, Ron Neumann, Charlie Rivkin, Mike Van Dusen and Tony Wayne.

At the beginning of the year, the staff of the House Foreign Affairs Committee reached out to the Academy for consultations as part of their effort to implement more rigorous commercial diplomacy training as mandated by the new law. A few months ago, the US Government Accountability Office also reached out to the Academy for consultation in connection with their review of the current commercial diplomacy efforts as mandated by the law. Academy’s recommendations from the two reports on American Jobs are a part of their review effort. These continued consultations are a testament to the growing recognition of the Academy expertise and impact on the Hill and beyond.

FIRING OF THE STATE INSPECTOR GENERAL

In May, following the removal of State Department Inspector General Steve Linick, the Academy issued a [statement](#) responding to a broader pattern of such removals by the Administration and calling for urgent actions by the Congress and the Administration to ensure that the steps of follow-up to the firing and the replacement of the State IG are done with the utmost concern for accountability and in accordance with the law.

JOINT LETTER ON AMBASSADORIAL NOMINATIONS

In June, the Academy partnered with the Council of American Ambassadors (CAA), a nonpartisan organization of former non-career ambassadors, to send [a joint letter to the Senate Foreign Relations Committee](#) expressing our joint concern about a large number of ambassadorial and other senior diplomat positions that are still pending before the Senate Foreign Relations Committee and urges the Committee to seek a speedy confirmation process before the end of the session.

BROADER PRIORITIES FOR 2021

AAD’s Board of Directors is starting to look toward 2021 and the types of issues that it can work on during the next Congress. At its June meeting, the Board has identified three potential legislative issues that AAD can potentially advance on the Hill using the expertise of its members: 1) to expand State staffing to allow for long term training, 2) to ensure that 50% of regional assistant secretaries are career FS or CS, and 3) to require that either P or D are senior career officers. Furthermore, AAD Board is also looking at three non-legislative issues to focus on, including 1) ensuring that resources devoted to training and education are targeted to emphasize professional education and applied history, 2) reducing the number of DAS positions and pushing more responsibility down to country directors, and 3) starting a trial program of Civil Service Reform as outlined in AAD’s Strengthening the Department of State report. On two other priority areas – Consular Fees structure (page 2) and Diversity at the State Department (page 1) – the Board opted for further study to clarify recommendations. These projects will likely extend into 2021.

OUTREACH PROGRAMS

Ambassadors Forum at Texas Tech

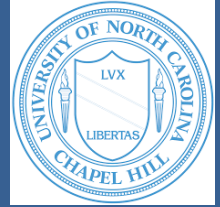
Earlier this year, before the onset of the global pandemic of COVID-19, the Academy and the Texas Tech University held the 5th annual Ambassadors Forum in Lubbock, TX. Moderated by Ronald Neumann, the discussion on *The China Challenge: A Discussion of China’s Role in International Relations* featured Ambassador Sylvia Stanfield and Ambassador Charles Ray. During their time in Lubbock, the Ambassadors meet with members of the leadership of the Lubbock Independent School District and about 200 local high school students and attended sessions with Texas Tech students and faculty.



UPCOMING 2020 OUTREACH PROGRAMS

JOSEPH J. SISCO MEMORIAL FORUM

This year's Joseph J. Sisco Memorial Forum will be held on September 14, 2020 in collaboration with the University of North Carolina at Chapel Hill. The event, titled "Diplomacy in a World of Transnational Crisis" will feature a panel discussion by Stephen Morrison, Kathleen Stephen, and Barbara Stephenson, as well as a keynote address by Thomas Pickering. This may become a virtual event.



AMBASSADORS FORUM – UNIVERSITY OF NEBRASKA AT OMAHA AND AT LINCOLN



This was the first year we were expanding our traditional program at the University of Omaha to include a duplicate program of student and community events at the UN campus at Lincoln. While somewhat reduced by the transition to virtual programs in the number of events we had planned to hold at each location, we will still speak to audiences at the two campuses on the subject Confrontation and Alliances in Europe. The panel will include Deborah McCarthy, Molly Williamson and Robert Pearson with Ron Neumann moderating.

AMBASSADORS FORUM AT UNIVERSITY OF MICHIGAN'S GERALD R. FORD SCHOOL OF PUBLIC POLICY

Last year's program was a success. Although the university organizers are anticipating that we will have to function in virtual mode, they have been clear that they want us back. Because we will be speaking shortly after the election, the University asked that we assemble a broad group, speaking in a mostly question-and-answer format on African, Latin American, Middle Eastern and European issues. Sandy Vershbow will respond on European issues, Dawn Liberi on African, Hugo Llorens on Latin American and Ron Neumann will do the Middle Eastern part.



VIRTUAL PANEL ON CAREERS IN DIPLOMACY WITH RICE UNIVERSITY'S BAKER INSTITUTE



In a new collaboration with the Baker Institute, on October 21, 2020 a panel of Academy members will address Rice University's students, faculty and community members on the subject of "What Do American Diplomats Do and What is Their Mission, Even in These Days?" Moderated by Ronald Neumann, Charles Ford, Alonzo Fulgham and Tracy Jacobson will share their diverse experiences and perspectives on careers in diplomacy in the Foreign Service, the USAID and the Foreign Commercial Service.

ARTHUR ROSS DISCUSSIONS AT MONTICELLO

This year's annual program at Monticello will address a provocative question – "Does Europe Still Matter to America?" The discussion will be held on October 24, 2020 and will feature a panel discussion by Shaun Donnelly, Robert Hunter and Pamela Spratlen. Charles Rivkin will deliver a keynote address. Due to the public health concerns because of the COVID-19, this year's event will be virtual.



ENGAGE AMERICA: STATE OF STATE 2020 SPEAKER SERIES



The Academy has renewed its collaboration with the World Affairs Councils of America in an effort to engage broader and more diverse audiences on the topic of the importance of American diplomacy. Following a competitive proposal review process, the Academy chose to partner with four local World Affairs Councils – in Anchorage, AK, Cincinnati, OH, Colorado Springs, CO, and Greenville, SC. At each location, a day-long program will include a public discussion featuring an Academy member, as well as a media appearance, a school visit and a separate community roundtable. Due to the coronavirus pandemic, the concrete dates and the structure for each of these programs are still being worked out and may be shifted to the Spring of 2021 in hopes of holding them in person.

PODCASTS



Since December 2019, *American Diplomat* podcast has celebrated another great milestone – having doubled their downloads and reached more than 200,000 lifetime downloads. In fact, both *American Diplomat* and *The General and the Ambassador* have collectively released 201 episodes to-date and have continued to grow their listener base to reach listeners in more than 160 countries.

Working on a variety of diverse content, *American Diplomat* has recently explored the role of Inspectors General, public health and

diplomacy, and, of course, the State Department’s response to the coronavirus pandemic. Co-host Laura Bennett was also put in the hot seat as they welcomed a guest examiner to give her a condensed version of the Foreign Service Test.

The General and the Ambassador has produced 44 episodes and is nearing 38,000 downloads. In April, the podcast featured a two-part series in which Ambassador Tony Wayne and General Chuck Jacoby discussed the intricacies of the US's complex and important relationship with Mexico. Other episodes include discussions on the Ebola epidemic, U.S. partnership with the Philippines, and militarization of US Foreign Policy since 9/11.

Unfortunately, the generous podcast funding from the Una Chapman Cox Foundation is nearing its end. To ensure both podcasts remain a resource to current and former diplomats, students, and the public at large, the Academy is actively seeking alternative sources of funding and is or has been in contact with a number of foundations, so far to no avail. If you have a way to lend a hand in this important effort to sustain one of our most popular programs that helps the public understand the intricacies of US diplomacy, please reach out! Also, make sure to check out the latest and future podcast episodes, which can be found on [American Diplomat](#) and [The General and the Ambassador](#) websites.

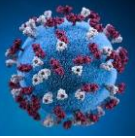


DONORS

The Academy would like to extend a sincere thank you to our donors and supporters. Without you, we wouldn't be able to host the programs we do today.

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The Dillon Fund
The Una Chapman Cox Foundation
US Diplomatic Studies Foundation
Walter and Leonore Annenberg Foundation



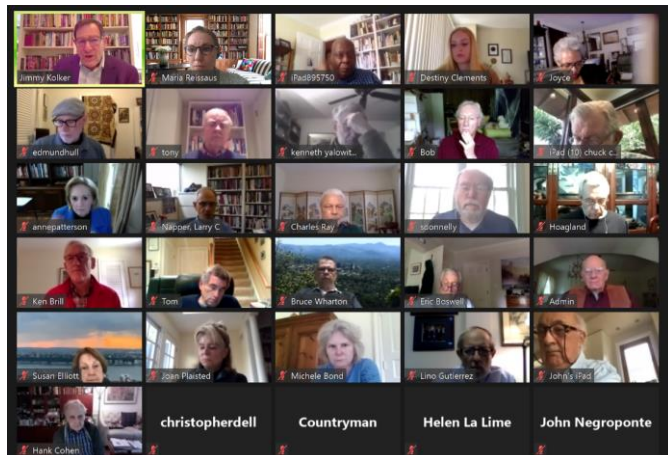
AAD DURING COVID-19

While COVID-19 did not stop the Academy from pursuing and accomplishing its mission of strengthening American diplomacy, the virus has certainly altered many of its processes.

Office Operation and Staff

In order to comply with DC and Virginia’s “Stay At Home” orders, the AAD team shifted to operating remotely. Since mid-March, most of the work has been done via email and numerous Zoom meetings. However, AAD staff continued to answer the office phones and periodically stopped by the office to check for mail.

In March, COVID-19 also forced all local universities to close their campuses. As a result, AAD’s spring interns were required to return home for the remainder of the semester, and they chose to end their internships early. However, in June AAD welcomed two new interns for the summer term – Danny Lehmann, a rising senior at American University, and Marcus Tan, a rising senior at UC Berkeley. Just like the rest of the staff, they will be assisting with various Academy tasks and projects remotely.



Academy Events Go Virtual

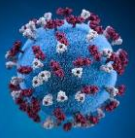
The outbreak of COVID-19 brought about one new positive development to the Academy’s member offerings – the Virtual Speaker Series. It was initially introduced to substitute for our previous regular Member Lunches. However, the Series was quickly met with great enthusiasm and demand as it offered a new opportunity for engagement, especially for those members who are located far and wide beyond the DC-metro area as well as those who continue to split their time among many other important commitments.

In the last few months, we featured Kathleen Stephens on the US-South Korea Alliance, Steve Mann on Brexit, Doug Silliman on Iraq, Jimmy Kolker on COVID-19 and American Public Health Diplomacy, Robert Pearson on The Future of Turkey, Terry McCulley on China in Africa, and Hugo Llorens, Ron Neumann and Tony Wayne on Afghanistan. The Virtual Speaker Series will continue throughout the summer on a weekly basis.

It is worth mentioning that before the pandemic set in, we did manage to welcome our newest members at DACOR Bacon House and held an in-person member discussions about Venezuela, led by Dr. Arturo Valenzuela. For the time being, AAD’s Virtual Speaker Series will continue to be the main channel for member engagement. However, we are looking to integrate a virtual component in most of our member events once it will become possible to hold face-to-face events again.

UPCOMING EVENTS

- July 21 *The Philippines* with Harry Thomas
- July 28 *Brazil in the Time of COVID* with Thomas Shannon
- August 4 *Navigating the Growing Russia-China Strategic Alignment* with Paula Dobriansky
- August 12 *Believers: Love and Death in Tehran, A Novel* with Marc Grossman and John Limbert
- August 18 *South Sudan* with Susan Page



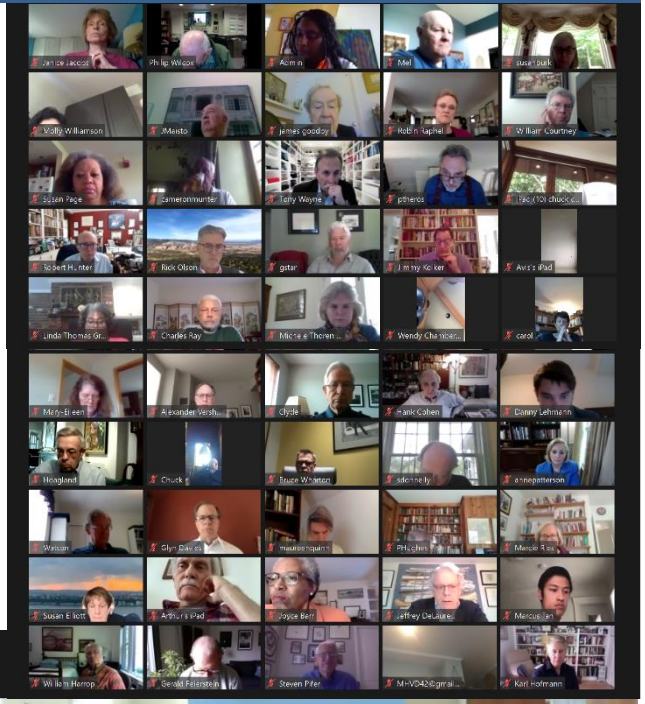
AAD DURING COVID-19 (continued)

Annual Membership Meeting

This year's Annual Membership Meeting was a great success despite being held virtually. It was the best-attended Annual Meeting yet, with more than 150 members and guests having joined from all over the US and even from abroad as far as London, Haiti and Afghanistan.

To start off the meeting, the members had a unique opportunity to hear from Senators Chris Van Hollen and Dan Sullivan, the co-chairs of the Senate Foreign Service Caucus, on the key diplomacy-focused actions on the Hill.

During the second part of the meeting, AAD's leadership recognized the members of the Founders' Society, provided an update on the completed projects and new initiatives, and announced the launch of the Challenge Grant to help AAD reach the goal of raising one million dollars from its members (details on page 1).



IN MEMORIAM

Since our December issue, the Academy has lost four great friends and colleagues: Felix Rohatyn (December 14, 2019), Frank Anderson (January 27, 2020), William Bodde, Jr. (May 26, 2020) and Lorne Craner (June 2, 2020). We thank them for their friendship and service, and honor their memory.



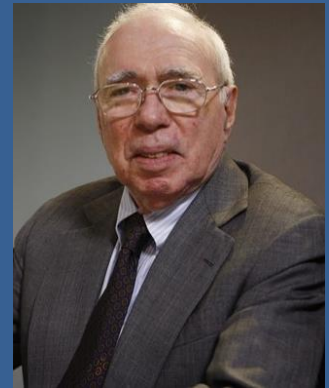
Frank Anderson



William Bodde, Jr.



Lorne Craner



Felix Rohatyn

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