

Upcoming Events

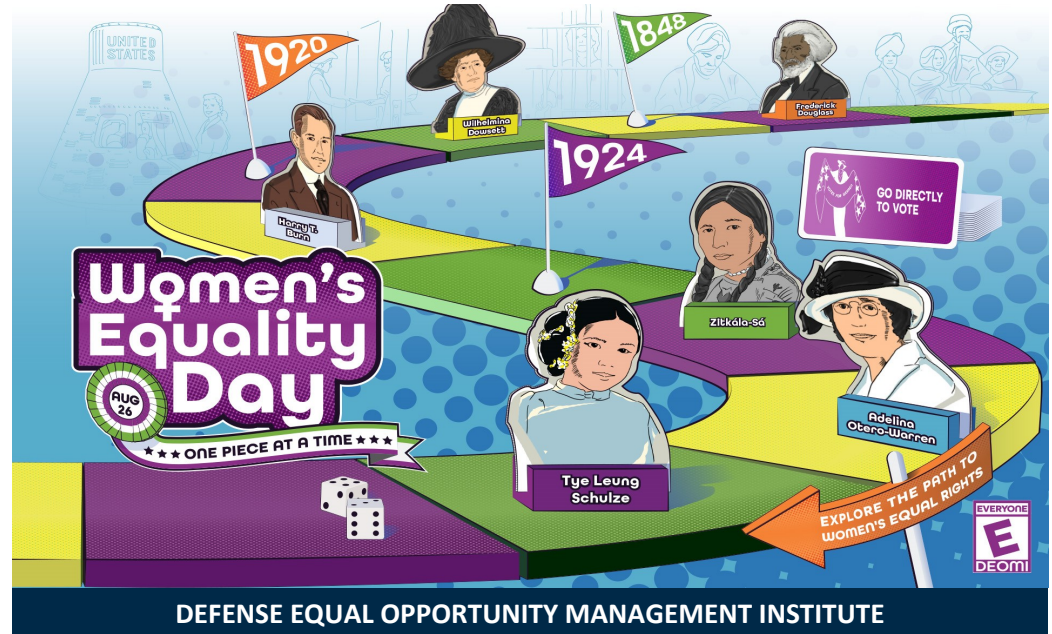
August 2024

Federally Employed Women National Training Program
August 4-8; Chicago, Illinois

International Day of the World's Indigenous Peoples
August 9

Blacks In Government National Training Institute
August 12-15; Tampa, Florida

Women's Equality Day
August 26



ORMDI

Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing or harassment prevention. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office. The harassment prevention procedures do not affect rights under the EEO complaint process. Harassment should be reported immediately to a manager or supervisor, [Harassment Prevention Coordinator](#), or the [ORMDI Harassment Prevention Program](#). For Alternative Dispute Resolution (ADR) services, email the Office of the Chief Human Capital Officer [ADR team](#).

Commemorate Women's Equality Day

On August 26, VA joins the Nation in commemorating Women's Equality Day. Established by the Defense Equal Opportunity Management Institute (DEOMI), this year's theme is "One Piece at a Time" which reflects on "diverse individuals, changes, and progress that contributed to women gaining the right to vote" ([DEOMI](#)).

"The observance recognizing Women's Equality Day was established by Joint Resolution of Congress in 1971. Women's Equality Day is observed on the 26th day of August and commemorates the 1920 passage of the 19th Amendment to the Constitution, which gave women the right to vote. The observance has grown to include focusing attention on women's continued efforts toward gaining full equality" ([DEOMI](#)).

"In 1912, [Wilhelmina] Dowsett founded...the first Hawaiian suffrage organization. Modeling its constitution on that of the National American Woman Suffrage Association... [the National Women's Equal Suffrage Association of Hawai'i] invited mainland suffragists to speak to the group....While many in the territory, like those on the mainland, were against granting the right of suffrage to Asian women, Dowsett included them in her vision of Hawai'i's future. The bill [allowing the residents of the territory to decide for themselves] passed the Hawaiian Senate...Instead of granting women's suffrage immediately, the House decided to put it to a vote of the Hawaiian electorate in 1920. Furious with that response, Dowsett and 500 other women of 'various nationalities, of all ages' poured onto the House floor with banners demanding 'Votes for Women'...It would take another 39 years for Hawai'i to become the 50th state in the Union, and for the residents of Hawai'i, both male and female, to gain full US voting rights" ([National Park Service](#)).

VA managers and supervisors are encouraged to support events and activities that recognize women and their many contributions to American society. For more information on [VA's Federal Women's Program](#), contact Ms. Tynnetta Lee, VA's National Federal Women's Program Manager, ORMDI.

Message from the DAS

Dr. Anne-Marie Duncan, Associate Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

Effective July 10, 2024, ORMDI has a new Acting Deputy Assistant Secretary, Mr. Dennis McGuire. Mr. McGuire will serve 120 days on a detail as the Acting DAS. Prior to joining ORMDI, Mr. McGuire served as the Office of General Counsel's Chief Counsel for Midwest District.

Welcome aboard, Mr. McGuire! We look forward to working alongside you.

ORMDI Workforce Analysis Updates

Coming Soon: Management Directive 715 Report Office Hours

Whether you are new to completing the annual Management Directive 715 (MD-715) report or you just have some questions, the EEO Data & Analytics team is here to help. Beginning, on Monday, July 29th we will be hosting MD-715 Report Office Hours for an hour each Monday and Thursday through the end of October. Our goal is to provide assistance as you complete your facility, VISN or Administration report. For more information, please email VABarrierAnalysis@va.gov.

VA Reports

Department Data Available Online

VA Workforce Dashboard

The VA Workforce Dashboard is an enterprise-wide collaboration that was created to track, measure, and monitor organizational growth, retention, time to hire, and satisfaction. VA's first enterprise-wide Workforce Dashboard was publicly released on May 26, 2023. The **VA Workforce Dashboard** will continue to be released on a monthly cadence, on the last Friday of each month.

Management Directive 715

Management Directive 715 (MD-715) is the policy guidance which the Equal Employment Opportunity Commission (EEOC) provides to federal agencies for their use in establishing and maintaining effective programs of equal employment opportunity under Section 717 of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e et seq., and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 et seq. MD-715 provides a roadmap for creating effective equal employment opportunity (EEO) programs for all federal employees as required by Title VII and the Rehabilitation Act. **VA's Management Directive 715 affirmative employment plan and report** is reported to annually to EEOC.

No FEAR Act Complaints Data

Under the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act of 2002, P.L. 107-174, all Federal agencies are accountable for violations of anti-discrimination laws, whistleblower protection laws and retaliation laws. The No FEAR Act protects Federal employees from unlawful discrimination and retaliation for opposition to or participation in protected EEO or whistleblowing activity. Additionally, the No FEAR Act is intended to reduce workplace discrimination within the Federal Government by making agencies and departments more accountable. EEO data postings pursuant to the No FEAR Act are available in the **No FEAR Act Library**.

Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020

The Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 requires that Notifications of Violation regarding findings of discrimination be posted publicly for a minimum of one year. VA's EEO findings of discrimination are listed in the **Equal Employment Opportunity Notice posted pursuant to Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020**.

Affinity Conferences

VA employees who plan to attend should follow appropriate conference attendance approval procedures established for their respective organizations. Costs associated with attending must be authorized by each employee's organization. No centralized funding is available to pay for registration:

FEW National Training Program

The **Federally Employed Women 55th National Training Program** (NTP) will be held at the Hilton Chicago Hotel in Chicago, Illinois, August 4-8, 2024. This year's conference theme is "Unleashing Your Full Potential: Learn, Recall, Apply, Reinforce." The NTP is designed for all occupations at various levels of service, and each training session is mapped to the Office of Personnel Management's Senior Executive Service, Executive Core Qualifications (Leading Change, Leading People, Results Driven, Business Acumen, and Building Coalitions) and the underlying fundamental core competencies. This year exciting, relevant, and engaging new topics in Leadership and Culture, Professional Development, Office Technology and Administration, and Employee Experience learning tracks were added. Over 100 course options are available. Early bird registration for members began in February. For more information, contact Ms. Tynnetta Lee, VA's National Federal Women's Program Manager, ORMDI.



BIG National Training Institute

The **Blacks In Government (BIG) 2024 National Training Institute** (NTI) will be held at the Tampa Convention Center in Tampa, Florida, August 12-15, 2024. This year's theme is "The BIG Experience 2024: 'Providing Tools and Strategies for an Innovative Workplace'" and will highlight recent changes in public service, as well as prepare employees to successfully manage their careers. The NTI will feature workshops, special enhancement programs, and unlimited networking opportunities. BIG workshops will include innovative approaches, cutting-edge content, and engagement of training attendees from varying government levels (local, federal, and state). For more information, contact Ms. Tynnetta Lee, VA's Departmental Black/African American Program Manager, ORMDI.



Annual National HBCU Week Conference

The Annual National Historically Black Colleges and Universities (HBCU) Week Conference is planned under the leadership of the White House Initiative on HBCUs and with input from the President's Board of Advisors on HBCUs and its conference sponsors. It provides a forum to exchange information and share innovations among and between institutions. Stakeholders, including federal agencies, provide an overview of successful engagements that, if replicated, could improve instruction, degree completion, and the understanding of federal policies that shape and support higher education. This year's event will be held September 15-19, 2024, in Philadelphia, Pennsylvania, with the theme, "Raise the Bar: Lead the World." For more information, visit the [HBCU website](#) or contact Ms. Tynnetta Lee, VA's HBCU representative.



GLMA Annual Conference

The 42nd Gay and Lesbian Medical Association (GLMA) Annual Conference on LGBTQ+ Health will be held in Charlotte, North Carolina, September 30 to October 2, 2024. The theme is: "Practice with Pride." Since its inception in 1981, GLMA's Annual Conference on LGBTQ+ Health has served as the premier scientific conference for LGBTQ+ and allied health professionals to share innovative healthcare breakthroughs and interventions, as well as the latest research on LGBTQ+ health. The conference is open to health care providers of all disciplines, researchers, academics, health administrators, policy experts, advocates and all LGBTQ+ health supporters. Following supervisory and budget approval, attendees must also register on the [GLMA website](#). For more information, contact Mr. Sterling Akins, VA's Departmental LGBTQ+ Program Manager, ORMDI.



HACU Annual Conference

The **Hispanic Association of Colleges and Universities (HACU) 38th Annual Conference** will be held November 1-3, 2024, at the Gaylord Rockies Resort & Convention Center in Aurora, Colorado. This year's theme is, "Championing Hispanic Higher Education Success: Reaching New Heights of Excellence and Equity." The conference will include plenaries, luncheons, and networking opportunities, and it will provide a unique forum to share information and ideas for the most promising practices in the education of Hispanics. For more information, contact Ms. Karen M. Basnight, VA's Acting Departmental Hispanic Employment Program Manager, ORMDI.



Training

Fiscal Year 2025 Management Directive 715: Barrier Analysis Training

The ORMDI Workforce Analysis Team will conduct virtual “Management Directive 715: Barrier Analysis Training.” The purpose of the training is to educate participants on how to conduct a barrier analysis by following four steps: identify triggers, investigate potential barriers, create and implement an action plan, and conduct follow-up. This training is not only intended for EEO Program Managers responsible for conducting barrier analysis but also Human Resources Personnel, Diversity Specialists, Special Emphasis Program Managers, and management. For information on dates and times, [check out course item number 3844925 in the Talent Management System](#) (TMS). Space will be limited.

Harassment Prevention Training

ORMDI will host a virtual “Overview of the Harassment Prevention Program (HPP)” class on August 7 and September 4 from 9:30 a.m. to 10:30 a.m. and 1:30 to 2:30 p.m. (ET). All employees and supervisors are welcome. To participate, [register for course item number 4563938 in TMS](#), and choose a date and time to register.

ORMDI will also host “Overview of VA Handbook 5979 - Harassment Prevention Program Procedures” on August 21, September 18, October 16, November 20, and December 18 from 1:00 p.m. to 2:00 p.m. (ET). Executives, managers, and supervisors are encouraged to attend. To participate, [register for course item number 4627175 in TMS](#), and choose a date and time.

Workplace Civility and Root Causes of Workplace Disputes for Managers and Non-Managers

The Office of the Chief Human Capital Officer (OCHCO) Alternative Dispute Resolution (ADR) program will be offering the virtual version of their “Workplace Civility and Root Causes of Workplace Disputes for Managers and Non-Managers” training. The training will be held on the last Wednesday of each month. Each training will host up to 40 participants. Register in TMS for VA Supervisors/Managers (VA 4559059), 11 a.m. to 12 p.m. (ET), or for VA Employees (VA 4562623), 1 p.m. to 2 p.m. (ET). For more information and guidance pertaining to this training, contact Mr. Leroy Hill, ADR Specialist, OCHCO.

Other VA Resources

C20: Take Your 20 for Veteran Health

C20 is a 20-minute live, interactive webinar hosted by Dr. “Chai” Chad Kessler, VA’s National Director for Emergency Medicine. It brings together the VA community through discussions about clinical and health care issues facing Veterans and topics related to VA employee wellness, growth and retention. Join C20 every Tuesday and Thursday at 12 p.m. ET (recast Tuesdays and Thursdays at 4:30 p.m. ET). **Past C20 episodes** are available online.

The Audacity to Fail Podcast

What does it truly mean for a team to feel a sense of ownership? How can leaders cultivate an environment where every team member is invested, engaged, and feels responsible for the success of the team? On this episode of the **Audacity to Fail Podcast: misStepping Into Success**, Dr. Shari Dade is joined by Kirsten Aghen as they dive deep into the nuances of these questions and more. Kirsten Aghen is the Director of the VHA National Improvement Office, within the Office of Quality Management, in the VHA Office of Quality and Patient Safety. Get ready to join us as we explore an incredibly important topic to discuss; how leaders can inspire ownership within their teams. Whether you're leading a team or working on your own leadership development, this episode is packed with actionable insights that you can start implementing right away! The series is also available on the **Talent Management System**.



Office of Resolution Management, Diversity and Inclusion
U.S. Department of Veterans Affairs
810 Vermont Avenue, NW (08) | Washington, DC 20420

Office of Human Resources & Administration/Operations, Security and Preparedness
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