

Diversity@Work

November 2024

VA



U.S. Department
of Veterans Affairs

WWW.VA.GOV

Upcoming Events

November 2024

National American Indian Heritage Month

National Family Caregivers Month

National Veterans And Military Families Month

Election Day

November 5

Veterans Day and [National Veterans Day Ceremony](#)

Arlington National Cemetery; November 11

Transgender Day of Remembrance

November 20

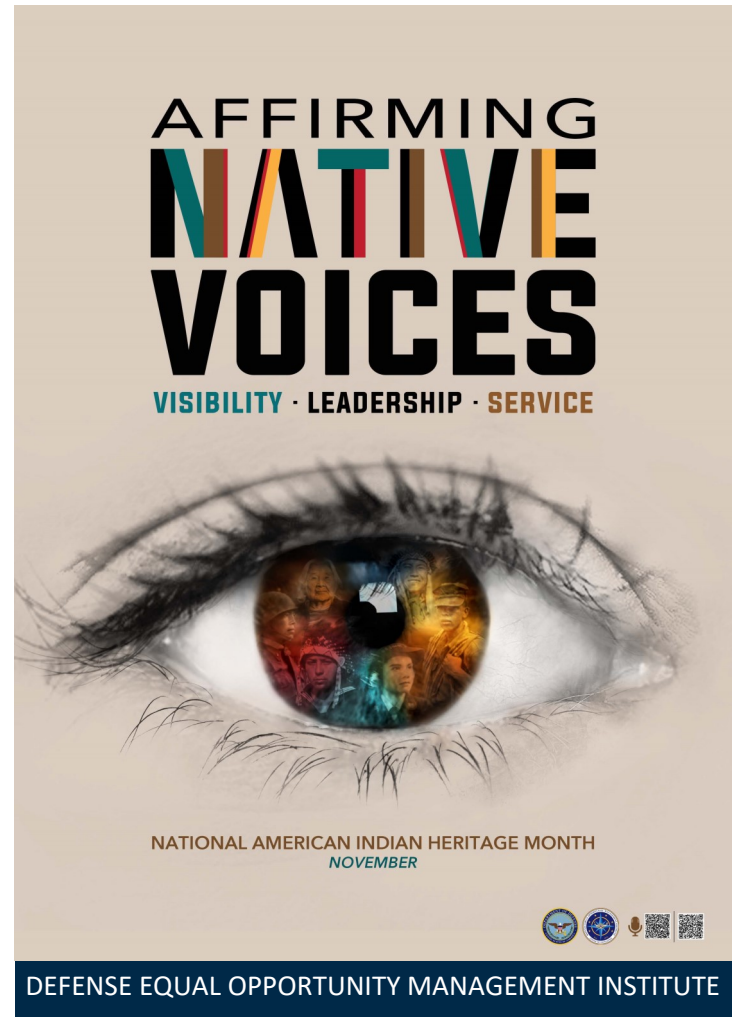
Thanksgiving

November 28

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 National American Indian Heritage Month

VA is proud to join the Nation in commemorating National American Indian Heritage Month this November. This observance recognizes American Indians and Alaska Natives (AI/AN) for their immeasurable contributions to the United States. The 2024 theme as chosen by the [Defense Equal Opportunity Management Institute](#) (DEOMI) is: “Affirming Native Voices: Visibility - Leadership - Service.”

“The countless Native Americans who have served and continue to serve in our military demonstrate a profound commitment to duty and country. Their service is a powerful reminder of the selfless sacrifices made for the greater good” ([DEOMI](#)).

The Smithsonian’s National Museum of the American Indian website features an online exhibit, [Why We Serve: Native Americans in the United States Armed Forces](#), honoring “the generations of Native Americans who have served in the armed forces of the United States—often in extraordinary numbers—since the American Revolution.”

Nearly 7,500 (7,471) Native Americans give back to Veterans through their employment at VA. Of these, over 2,000 (2,034) individuals are Veterans themselves. VA managers and supervisors are encouraged to support events and activities that recognize AI/ANs and their many contributions to our Nation. For more information, visit [VA’s AI/AN Program webpage](#).

Message from the Executive Director

Mr. Dennis McGuire, Acting Executive Director for Resolution Management, Diversity and Inclusion

Secretary Denis McDonough recently signed the 2024 Equal Employment Opportunity (EEO); Inclusion, Diversity, Equity, and Access (I*DEA); Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR); and Whistleblower Rights and Protection **Policy Statement**. Be sure to review this document which summarizes VA's EEO, I*DEA, No FEAR, and Whistleblower Rights and Protection policies.

My Development Plan

VA Offers a Tool to Help You Set Goals and Track the Steps You Take to Reach Them

The Human Capital Services Center (HCSC) reminds you My Development Plan (MDP) is available for you and your teams.

MDP is a career planning tool available to all VA employees through the Talent Management System (TMS 2.0), to identify goals and track your progress toward them.

- **Track your accomplishments.** MDP tracks the TMS 2.0 courses you complete and other learning activities, making it easier to see progress toward your goals.
- **Start conversations with your supervisor.** With MDP, your supervisor sees the efforts you make to reach your goals and helps you identify gaps in priorities or opportunities for growth.
- **Stay motivated.** When you track your progress and see improvement, it inspires you to continue toward your goals.

For more how MDP supports you year-round, visit the MDP page on the VA Learning Online Resource. Contact HCSC for that SharePoint address.

Note: Office of Information and Technology employees use the Individual Development Plan/Competency Assessment process. Reach out to IT Workforce Development for more information. For Human Resources Professionals (series 0201), the fiscal year 2023 process is currently being updated and not yet available. Contact the HR Competency Model team.

This article first appeared on *VA Insider*.

VA Military Spouse and Family Employee Resource Group

Information on How to Connect

VA strongly supports leveraging partnerships with affinity groups for professional development and recruitment outreach purposes in support of our common aim of promoting inclusion, diversity, equity, and access throughout the Federal Government.

The VA Military Spouse and Family Employee Resource Group (ERG) is a VA-recognized ERG for VA employees interested in helping amplify the voices of military spouses and family members employed at VA. The ERG's mission is to provide a military-connected community for VA employees. The vision of the VA Military Spouse and Family ERG is to build an environment at VA where military-connected employees can thrive through meaningful employment. The ERG's leadership shares a collaborative relationship with VA's executive leaders to help develop creative, inclusive solutions to address the unique challenges VA's military-connected employees face. The ERG also highlights the contributions of this population to the Department to help VA become an employer of choice for military spouses. The group welcomes all spouses, partners, and family members through all stages of the military and Veteran lifecycle and from all branches and components of military service, as well as anyone who supports this community. Reach out to the **VA Military Spouse and Family ERG** to express interest in joining.

Self-Identification of Disability

Campaign Encourages VA Employees to Update Their Status

Peter Ferdinand Drucker, a management consultant, educator, and author whose writings contributed to the philosophical and practical foundations of modern management theory, has a famous quote: “What gets measured gets managed.” The core of this quote suggests that measuring a goal makes it more likely to be accomplished.

Self-Identification of disability status is the key to measuring success for federal agencies. It is absolutely essential that employers create an environment in which employees and applicants are comfortable self-identifying and to ensure this information remains confidential and used only for affirmative action purposes.

Accordingly, the Department of Labor, Office of Disability Employment Policy, [Employer Assistance and Resource Network on Disability Inclusion](#), devoted to “Advancing Workforce Diversity” for people with disabilities, provides the following resources focused on encouraging employees to self-identify:

- [Encouraging Self-Identification](#)
- [Encouraging Employees with Disabilities to Self-Identify](#)
- [Communicating the Benefits of Self-Identification: Five Steps to Success](#)

As of the end of fiscal year (FY) 2024, Persons with Disabilities (PWD) in grade cluster GS-1 to GS-10 were 14.73% of VA’s permanent workforce, meeting the 12% target. PWD in grade cluster GS-11 to Senior Executive Service (SES) were 10.41%, below the 12% target.

Persons with Targeted Disabilities (PWTD) in grade cluster GS-1 to GS-10 were 3.53% of VA’s permanent workforce in FY 2023, meeting the 2% target. PWTD in grade cluster GS-11 to SES were 1.95%, below the 2% target.

VA relies on the automated “Self-Identification of Disability” function in the VA HRSmart Employee Self Service (ESS) Portal to ensure the accuracy of this reporting. The VA HRSmart ESS Portal is user-friendly. After logging in, locate the “Personal Action Items” section and select “Update My Disability Information.” Select “Additional Links” where “Self-Identification of Disability” is located.

Visit [VA’s Individuals with Disabilities Employment Program webpage](#) or contact Mr. Roberto Rojo, VA’s National Individuals with Disabilities Special Emphasis Program Manager, for more information.

Disaster Relief Fund

VA and PenFed Foundation Partnership Support VA Employees and Veterans

VA and the PenFed Foundation have partnered to support VA employees and Veterans who have been affected by a Federal Emergency Management Agency (FEMA) Declared Disaster. Eligible VA employees and Veterans may apply for a \$500 grant if they experienced damage to their primary home that they own for the reimbursement of home repairs or hardship expenses. Visit the [PenFed Foundation Disaster Relief Fund](#) for more information.

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:

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.



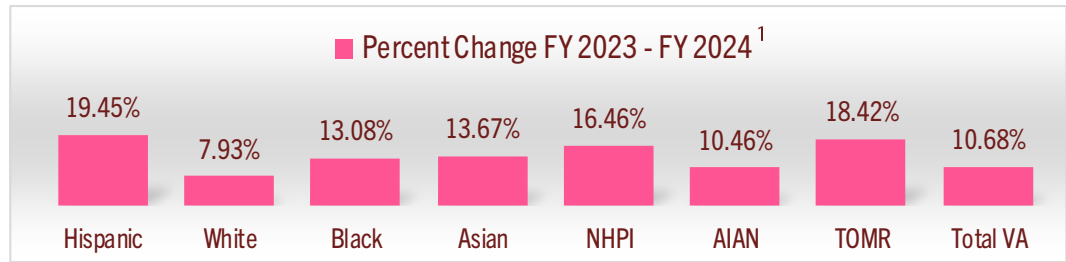
HISPANIC

Employment in VA FY 2024



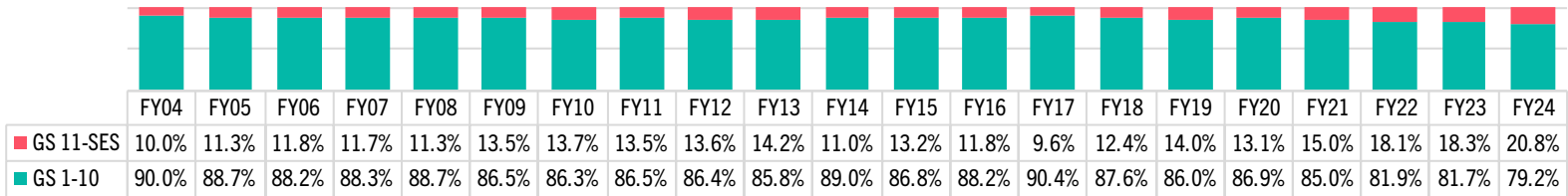
DID YOU KNOW?

HISPANIC OR LATINO IS THE FASTEST GROWING EMPLOYEE SUB-POPULATION IN VA?



AND... THE PROPORTIONS OF HISPANIC NEW HIRES INTO GS-11 TO SES POSITIONS DOUBLED!

HISPANIC OR LATINO NEW HIRES BY GRADE GROUP TREND



DESPITE THIS PROGRESS... THE OVERALL HISPANIC REPRESENTATION IS LOWER THAN THE RCLF²

	Hispanic		White		Black		Asian		NHPI		AIAN		TOMR	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
RCLF (2018)	6.79%	6.57%	33.50%	32.50%	5.87%	7.20%	2.22%	2.43%	0.08%	0.08%	0.31%	0.33%	1.04%	1.09%
Onboard FY24	3.10%	4.54%	20.53%	34.35%	7.77%	17.82%	3.36%	6.02%	0.20%	0.33%	0.55%	1.00%	0.16%	0.28%

Veterans Serving Veterans³

	All Veterans	Disabled Veterans
All VA	25.95%	13.20%
Hispanic	29.62%	16.42%
White	25.31%	12.22%
Black	30.97%	16.84%
Asian	11.79%	5.43%
NHPI	33.02%	17.84%
AIAN	27.23%	14.63%
TOMR	37.48%	22.59%

Top VA Occupations for Hispanic or Latino Employees

Occupation Title	Male	Occupation Title	Female
0610 Nurse	10.77%	0610 Nurse	20.21%
0602 Medical Officer	6.88%	0679 Med. Support Assistance	12.51%
0996 Veterans Claims Examining	5.07%	0185 Social Work	5.62%
0679 Medical Support Assistance	4.78%	0620 Practical Nurse	4.23%
3566 Custodial Worker	4.06%	0621 Nursing Assistant	3.78%
2210 I.T. Management	3.32%	0602 Medical Officer	3.41%
0083 Police	3.00%	0996 Veterans Claims Examining	3.23%
0185 Social Work	2.63%	0640 Health Aid and Technician	2.71%
0301 Misc. Admin. & Program	2.48%	0303 Misc. Clerk and Assistant	2.63%
All Other Occupations	57.01%	All Other Occupations	41.66%
Total Occupations	100%	Total Occupations	100%

¹ Hispanic = Hispanic and Latino, Black = Black or African American, NHPI = Native Hawaiian or Other Pacific Islander; AIAN = American Indian or Alaska Native; and TOMR = Two or More Races. Data encompass Hispanic or Latino onboard from October FY 2023, to September FY 2024. ² The Relevant Civilian Labor Force (RCLF) data from the Census Bureau and consist of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. ³ Data provided by VESO and it includes Manila residents.

Training

EEO Data & Analytics Training

The ORMDI EEO Data & Analytics Team will conduct virtual Management Directive 715: Barrier Analysis Training on November 13 from noon to 3 p.m. (ET). The purpose of the training is to educate participants on how to conduct a barrier analysis by following four steps: identify triggers, investigate potential barrier, 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. [Register for course 3844925 in the Talent Management System](#) (TMS).

The ORMDI EEO Data & Analytics Team will also conduct virtual VHA Support Service Center (VSSC) Training on January 14 from 2 to 3 p.m. (ET). The purpose of the training is to educate participants on how to use VSSC to extract workforce diversity data in HR Smart, VA's human resources information system. This training is open to all. The class is limited to 30 participants and registration is first come, first serve. [Register for TMS course 3823179](#).

Harassment Prevention Training

ORMDI will host a virtual "Overview of the Harassment Prevention Program (HPP)" class on November 6 from 9:30 to 10:30 a.m. and 1:30 to 2:30 p.m. (ET). All employees and supervisors are welcome. To participate, [register for TMS course 4563938](#), and choose a date and time to register.

ORMDI will also host "Overview of VA Handbook 5979 - Harassment Prevention Program Procedures" on November 20 and December 18 from 1:00 to 2:00 p.m. (ET). Executives, managers, and supervisors are encouraged to attend. To participate, [register for TMS course 4627175](#), 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 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

On this episode of the **Audacity to Fail Podcast: misStepping Into Success**, Dr. Shari Dade sits down with the Honorable Tanya Bradsher to discuss how to answer life's most important call – your purpose! Ms. Bradsher is VA's first woman deputy secretary, first woman of color to serve in the position, and the highest-ranking woman in VA's more than 90-year history. A fourth-generation Veteran, Ms. Bradsher – a combat Veteran of the Iraq War – served in the United States Army for 20 years and retired as a lieutenant colonel. Since retiring, she served as the VA's Chief of Staff and in senior positions with the Department of Homeland Security and on the White House National Security Council. Whether you're on the brink of a new opportunity, feeling stuck in indecision, or just curious about how leaders handle those pivotal moments, this episode will give you the insight and inspiration you need. 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 (00RM) | Washington, DC 20420

[VA on Facebook](#) | [VA on YouTube](#) | [VA Jobs](#)