



Upcoming Events

July 2023

Independence Day

July 4

DIVAC Quarterly Meeting

July 19

33rd Anniversary of the Americans with Disabilities Act

July 26

National Korean War Veterans Armistice Day

July 27

League of United Latin American Citizens National Convention and Exposition

Albuquerque, NM; July 31-August 5

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 Harassment Prevention Program. For Alternative Dispute Resolution (ADR) services, email the Office of the Chief Human Capital Officer [ADR team](#).



Commemorate

Anniversary of the Americans with Disabilities Act

VA joins the Nation in observing the 33rd anniversary of the Americans with Disabilities Act (ADA) on July 26. From the 2022 [Presidential Proclamation on the Anniversary of the Americans with Disabilities Act](#), “The ADA prohibits disability discrimination by State and local governments; provides standards for access to places of public accommodation; protects people with disabilities from discrimination in the workplace; and ensures equal access to health care, social services, transportation, and telecommunications. But even more than that, it enshrines the idea — central to the spirit of our Nation — that all of us are deserving of equal dignity, respect, and opportunity.”

Visit [VA’s Individuals with Disabilities Employment Program](#) for more information.

Leadership VA

Applications Open August 14– September 15, 2023

Since its inception in 1978, LVA has prepared hundreds of high-performing and results-oriented leaders to confront some of VA’s most urgent challenges—all while meeting the needs of a diverse population of Veterans, family members, survivors, employees and stakeholders.

With LVA, you will learn how to:

- Develop the capabilities you need to tackle challenges within your organization, from leaders who have been in your shoes.
- Define leadership inclusive of all VA employees, through interactive workshops.
- Develop future leaders to continue organizational growth from an enterprise-wide perspective.

Applications open soon! For information, contact the [LVA team](#).



DAS Johnson

Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

As we commemorate the 33rd Anniversary of the Americans with Disabilities Act (ADA) of 1990 this July and also pay historic homage to the 50th Anniversary of the Rehabilitation Act of 1973 later this year, we must remain vigilant in enforcing the Equal Employment Opportunity Commission’s Technical Assistance Guidance, **What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws.**

As referenced in a **Department of Justice Civil Rights Division memo**, Congress amended the Rehabilitation Act in 1992 to make clear that the principles underlying the ADA also apply to all sections of the Rehabilitation Act. One of the purposes of the 1992 legislation is “to ensure that the precepts and values embedded in the Americans with Disabilities Act are reflected in the Rehabilitation Act of 1973.” The legislative history further clarified that, “The statement of purpose and policy is a reaffirmation of the precepts of the Americans with Disabilities Act, which has been referred to as the 20th century emancipation proclamation for individuals with disabilities” with the intent to “guide the policies, practices, and procedures developed under all the titles of the [Rehabilitation] Act.” Per the Department of Justice Civil Rights Division, “Courts also have generally treated claims under the ADA and the Rehabilitation Act identically.”

Paraphrasing our third U.S. President, Thomas Jefferson, we must not be afraid to follow truth wherever it may lead. Seeking truth empowers us with that unalienable right to a liberated life in which we are free to define who we are as individuals, uniquely embrace where we have been, and happily pursue where we are meant to go. We also have a responsibility to ensure that we are not infringing on these very same unalienable rights of others. In respecting and honoring others in this way, and in doing what we know is right without hesitation or reservation, what we do in life will echo throughout eternity.

Training

ORMDI Harassment Prevention Training

ORMDI hosts virtual “Overview of the Harassment Prevention Program (HPP)” classes the first Wednesday of each month from 9:30 a.m. to 10:30 p.m. EST and 1:30 to 2:30 p.m. EST. All employees and supervisors are welcome. Search 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 July 19, August 16, September 20, October 18, November 15 and December 20 at 11 a.m. EST. Executives, managers, and supervisors are encouraged to attend. Search for course item number 4627175 in TMS, and choose a date and time to register.

The Audacity to Fail Podcast

On this episode of **Audacity to Fail Podcast: misStepping Into Success**, Dr. Shari Dade is joined by Jessica Bonjorni. Ms. Bonjorni was appointed to the position of Chief, Human Capital Management, for the Office of Human Capital Management for the Veterans Health Administration in April 2020. In this capacity, Ms. Bonjorni leads the strategic integration of Workforce Management and Consulting; Institute for Leadership, Education, and Development; and the National Center for Organization Development to support the human capital systems for nearly 380,000 VHA employees and over 120,000 health professions trainees. In her role, Ms. Bonjorni provides guidance, information, and consultation to VHA Central Office components, VHA health care facilities, Veterans Integrated Service Networks, and external entities such as health professional organizations, Congress, and other Federal agencies. Listen in for a discussion on the importance of showing up authentically and candidly and how this can often inspire and engage your workforce in significant ways. The series is also available on the **Talent Management System**.

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. EST (recast Tuesdays and Thursdays at 4:30 p.m. EST). **Past C20 episodes** are available online.

External Affinity Conferences

VA employees who plan to attend any of the following external affinity conferences/events are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for registration must come from the employee's benefitting program office:

League of United Latin American Citizens National Convention and Exposition

The League of United Latin American Citizens (LULAC) National Convention and Exposition will be held July 31-August 5, 2023, at the Albuquerque Convention Center in New Mexico. LULAC's mission is to advance the economic condition, educational attainment, political influence, housing, health, and civil rights of the Hispanic population of the United States. The LULAC Federal Training Institute will provide attendees with workshops, plenary sessions, and other activities that are geared towards enhancing one's career and leadership development skills, with much emphasis on the Executive Core Qualifications required for entry to the Senior Executive Service. Following supervisory and budget approval, attendees must also register on the [LULAC website](#). For more information, contact Ms. Karen M. Basnight, VA's Acting Departmental Hispanic Employment Program Manager, ORMDI.



Blacks In Government National Training Institute

The Blacks In Government (BIG) 2023 Annual National Training Institute (NTI) will take place August 28-31, 2023, at the Gaylord National Resort & Convention Center in National Harbor, Maryland. This year's theme is "Accept the Challenge, Exceed the Standard Through Professional Development." 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). Following supervisory and budget approval, attendees must also register on the [BIG website](#). For more information, contact Ms. Tynnetta Lee, VA's Departmental Black/African American Program Manager, ORMDI.



Annual National Historically Black Colleges and Universities 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 24-28, 2023, in Arlington, Virginia, with the theme, "Raising the Bar: Forging Excellence through Innovation & Leadership." For more information, visit the [HBCU website](#) or contact Ms. Tynnetta Lee, VA's HBCU representative.



Hispanic Association of Colleges and Universities Annual Conference

The Hispanic Association of Colleges and Universities (HACU) will host its 37th Annual Conference October 28-30, 2023, at the Hilton Chicago, Illinois. This year's theme is, "Championing Hispanic Higher Education Success: Diversifying Our Workforce and Strengthening America." 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. Following supervisory and budget approval, attendees must also register on the [HACU website](#). For more information, contact Ms. Karen M. Basnight, VA's Acting Departmental Hispanic Employment Program Manager, ORMDI.



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