

## Upcoming Events

August 2023

**International Day of  
the World's Indigenous  
Peoples**

August 9

**Women's Equality Day**

August 26

**Blacks In Government  
National Training  
Institute**

August 28-31;  
National Harbor,  
Maryland



**50 YEARS**  
1973 2023  
WOMEN FLYING IN THE NAVY

FIRST ALL-FEMALE TEAM OF  
NAVAL AVIATORS FOR  
A SUPER BOWL FLYOVER

SUPER BOWL LVII  
FEBRUARY 12, 2023

**AUGUST 26  
WOMEN'S EQUALITY DAY  
CONTINUING TO MAKE HISTORY**

**DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE**

## 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 Women's Equality Day

On August 26, VA joins the Nation in commemorating the 1920 passage of the 19th Amendment to the U.S. Constitution. This Amendment gave women the right to vote, thus ushering in Women's Equality Day. Although progress continues to be made, closing the gender pay gap is essential to the movement for an equitable workforce.

The U.S. Office of Personnel Management (OPM) released [proposed regulations on "Advancing Pay Equity in Governmentwide Pay Systems"](#).

"Under the new proposed regulations, federal agencies would not be able to consider an applicant's salary history when setting pay for new federal employees" (OPM). The use of prior salary history has the tendency to perpetuate pay inequity.

VA managers and supervisors are encouraged to support events and activities that recognize women and their many contributions to American society. Please join the Veterans Benefits Administration on August 24, 2023, at noon (EST) in recognition of Women's Equality Day. For more information about this event, please contact Ms. LaTonya Alexander.

For more information on [VA's Federal Women's Program](#), contact Ms. Tynnetta Lee, VA's National Federal Women's Program Manager, ORMDI.



DAS Johnson

## Message from the DAS

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

I am pleased to share that the **Identity Insights Phase II Report** is now available on the ORMDI website.

In 2021, ORMDI and the Veterans Experience Office Employee Experience & Organizational Management Directorate partnered to launch Identity Insights, an intersectional approach to improve employee experience.

Phase I engaged seven identity groups that have either been historically underrepresented and/or faced discrimination and bias in the workplace: American Indian/Alaska Native; Asian American, Native Hawaiian and Pacific Islander; Black/African American; Hispanic; Individuals with

Disabilities; LGBTQ+ and Women.

Phase II engaged an additional eight identity groups. Generation X, Millennial and Generation Z were selected to complete a generational analysis that began with data collection from the Baby Boomer cohort in Phase I. The additional five identity groups represent protected classes: Gender Nonconforming, Middle Eastern and North African, Religion, Veteran and White. Additionally, a deep dive into employees who identify as Jewish was selected to align with the White House priority to counter antisemitism.

In addition to the recently published **Identity Insights Phase II Report**, the **Identity Insights Phase I Report** and the **Identity Insights Recommendations Report** are also available on the **ORMDI website**.

Finally, July 26, 2023, marked the 75th Anniversary of Executive Orders 9980 and 9981 and the desegregation of the Federal Workforce and Armed Forces.

The historic 1948 decisions abolished segregation in the military as President Harry S. Truman stated: “[T]here shall be equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion or national origin” (**National Archives**).

The Executive Orders also ended discrimination in the Federal workplace. In their commemoration of the anniversary, the **Defense Equal Opportunity Management Institute** remembered “These landmark decisions...for impacting our civilian workforce who support service members protecting our nation and representing our core values worldwide.”

Thank you all for your service and for your commitment to I\*DEA!

## 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 ORMDI Workforce Analysis team is here to help. Beginning on Thursday, August 30, 2023, the team host MD-715 Report Office Hours for an hour each week through the end of October. These office hours will occur annually from mid-August to the end of October. The team’s goal is to provide assistance as you complete your facility, VISN or Administration report. For more information, [contact the VA Barrier Analysis team](#).

### Management Directive 715: Barrier Analysis Training

The Workforce Analysis team will conduct virtual Management Directive 715: Barrier Analysis Training on August 30 and September 14 from noon to 3 p.m. (EST). 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. To participate, register in the [Talent Management System](#).

## 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:

### Blacks In Government National Training Institute

The Blacks In Government (BIG) 2023 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.



### African American Federal Executive Association Annual Leadership Development Workshop

The African American Federal Executive Association (AAFEA) 19th Annual Leadership Development Workshop will be held September 18-20, 2023, at the College Park Marriott Conference Center in Hyattsville, Maryland. This year's theme is: "Leading in a Reimagined Workplace." The workshop focuses on the programs, policies, practices and processes that promote career enhancing opportunities and the core subjects critical for becoming a member of the Senior Executive Service. This three-day event is designed for federal and military professionals with experience at the GS-13 and above level. Following supervisory and budget approval, attendees must also register on the [AAFEA 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.



### Gay and Lesbian Medical Association Annual Conference

The 41st Gay and Lesbian Medical Association (GLMA) Annual Conference on LGBTQ+ Health will be held virtually September 28-30, 2023. The theme is: "Power in Every Voice: Rising Up for LGBTQ+ Health Equity." 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.



### 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.





## Leadership VA Accepting Applications for 2024 Cohort Starting Aug. 14

Attend an Upcoming Information Session to Learn More

Are you enthusiastic about your leadership potential but not sure where to start? Every year, hundreds of VA employees apply to Leadership VA (LVA), an immersive leadership training program for high achievers across VA who demonstrate leadership, success and career progression. Throughout the program, you engage in residential, virtual and independent assignments with topics including leading change, business acumen and building coalitions.

Starting August 14 through September 15, 2023, applications are open to all full-time employees, GS-13–15 (or Title 38 equivalents), with a minimum of 52 weeks in grade for GS-13, across the Administration.

To apply, you must:

- Review all application instructions on the LVA page on the VA Learning Online Resource.
- Be available to attend all residential sessions and virtual intersession weeks of the program, in addition to independent assignments outside the formal session.
- Be endorsed by your supervisor and a Senior Executive Service member.

For more detailed information, including full program dates and access to the LVA page on the VA Learning Online Resource hosted by the Human Capital Services Center, [contact the LVA team](#).

## 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 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 the **Talent Management System**, 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 Dr. Maia Carter. Dr. Carter is the Director of Virtual Care Integration in the Office of Primary Care. In this role, she works to help implement and expand virtual tools throughout primary care services through the nation. As a TelePrimary Care Physician, Dr. Carter sees patients virtually throughout VISN 21. She is also the thought leader and host of the dynamic VA VLOG entitled “Let’s Talk Virtual Care” produced by the office primary care virtual care integration team. Listen in for a discussion on how leaders can experience some of the best professional development by looking into the face of fear and choosing to embrace it. 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.



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