

## Upcoming Events

December 2023

### World AIDS Day

December 1

### International Day of Persons with Disabilities

December 3

### Pearl Harbor Remembrance Day

December 7

### Hanukkah

December 7–15

### Human Rights Day/Week

December 10/10-16

### Bill of Rights Day

December 15

### Yule

December 21–January 1

### Christmas

December 25

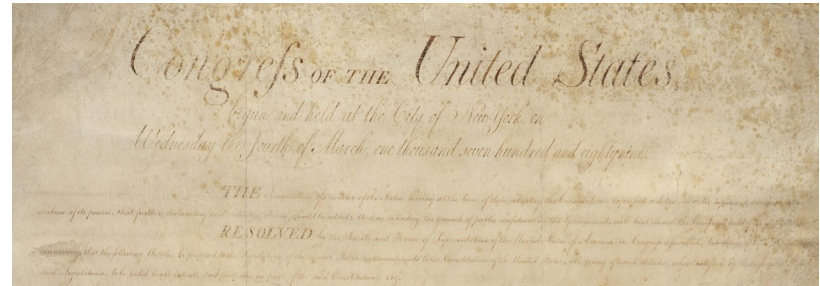
### Kwanzaa

December 26–January 1

## 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

### Human Rights Day and Week, and Bill of Rights Day

VA joins the Nation in commemorating December 10 as Human Rights Day and the week beginning December 10 as Human Rights Week, and Bill of Rights Day on December 15.

Human Rights Week begins on Human Rights Day, an annual observance marking December 10, 1948, the day that the United Nations General Assembly adopted the Universal Declaration of Human Rights. December 10, 2023, marks the 75th anniversary of this groundbreaking global pledge.

From the [Presidential Proclamation on Human Rights Day and Human Rights Week, 2022](#): “On Human Rights Day and during Human Rights Week, we remember and reaffirm the sacred idea that every person is created equal, endowed with inherent dignity and inalienable rights...This idea was at the core of America’s founding. More than 170 years later, following World War II and the Holocaust, this idea brought the world together to enshrine a Universal Declaration of Human Rights. And today, this idea beats in the hearts of millions who march, fight, and sacrifice for the innate liberties we deserve as humans. Around the world—from China to Burma, Afghanistan to Iran, Ethiopia to Ukraine, and beyond—courageous people are standing up to abuses of power, staying strong amid threats to their lives, and speaking out against violations of their fundamental freedoms...The United States stands fully with these brave women and men fighting for their basic human rights in the face of oppression and injustice—and we always will.”

Bill of Rights Day, on December 15, is national celebration of “the first 10 amendments to the Constitution, which spell out our rights as Americans. It guarantees civil rights and liberties such as freedom of speech, press, and religion. It sets rules for due process of law and reserves all powers not delegated to the Federal Government to the people or the states” ([National Archives](#)).

Visit [National Archives](#) for resources and more information.

## Message from the DAS

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

The **Department of Veterans Affairs Special Observances for Calendar Year 2024** schedule is now available as VA joins the Nation in observing certain days, weeks and months designated by joint congressional resolution or presidential proclamation. This document lists observances that are related to the Special Emphasis Programs or other programs managed by ORMDI. VA leaders are encouraged to support the commemoration of these observances, including new ones that may be established throughout the year. Valuing the diversity of all our employees is integral to VA delivering outstanding services to our Nation's Veterans, their families and beneficiaries. Thank you for your support.

Finally, the Office of Personnel Management (OPM) posted the initial, high-level governmentwide results for the 2023 OPM **Federal Employee Viewpoint Survey (FEVS)**. The OPM FEVS is an organizational climate survey and provides federal agency leadership with access to employee perceptions of management policies and practices:

- The **Employee Engagement Index** score, which increased to 72% positive overall, saw two factors improve. Employees' perception of the integrity of leadership (Leaders Lead) increased two percentage points to 61%. Employees' feelings of motivation and competency in the workplace (Intrinsic Work Experience) increased one percentage point to 74%. The factor measuring trust, respect, and support between employees and their supervisors remained at a high of 80% positive.
- The **Diversity, Equity, Inclusion, and Accessibility (DEIA) Index** showed 71% of respondents reporting positive perceptions of agency practices related to DEIA, an increase of two percentage points from the DEIA score of 69% in baseline year 2022. All four distinct factors (DEIA) increased for 2023.
- The **Global Satisfaction Index**, which scores satisfaction with agency overall, noted increases from several 2022 results:
  - Job satisfaction (68%)
  - Satisfaction with organization (62%)
  - Willingness to recommend their agencies to others (67%)
- The **Performance Confidence Index (PCI)**, which measures employees' belief that their work unit can achieve goals and produce at a high level, remained consistent and a strong trend at a high of 84%.

Inquiries about the FEVS dashboard can be sent to [DataDrivenWorkforce@opm.gov](mailto:DataDrivenWorkforce@opm.gov).

## Fiscal Year 2024 My Development Plan Available in TMS 2.0

Visit [Talent Management System 2.0](#) to Get Started

The 2024 fiscal year My Development Plan (MDP) is now available. MDP is an online professional development tool available to all VA employees\* through [Talent Management System \(TMS 2.0\)](#). Use MDP to identify goals and track progress toward them.

MDP helps you to:

- **Track your accomplishments.** MDP tracks the TMS 2.0 courses you complete, making it easier to see progress toward goals.
- **Start conversations with your manager/supervisor.** Your supervisor can see the efforts you make to reach your goals and help you identify gaps in priorities or opportunities for growth and professional development.
- **Stay motivated.** When you track your progress and see improvement, it inspires you to continue working toward your goals.

For more information, visit the [VA Human Capital Services Center TMS Resources webpage](#).

*\*Office of Information and Technology employees, use the IDP/Competency Assessment process. Fiscal year IDPs are expected to launch no later than November 1, 2023. Reach out to IT Workforce Development for more information. For Human Resources professionals (job series 0201), the fiscal year 2024 process is currently being updated and is not yet available. Reach out to the HR Employee Development team.*

## Commemorate

### International Day of Persons with Disabilities

VA joins the Nation in commemorating December 3 as International Day of Persons with Disabilities, first proclaimed by the United Nations in 1992.



International  
Day of  
Persons with  
Disabilities

3 DECEMBER

From the [Presidential Proclamation on International Day of Persons With Disabilities, 2022](#), “On International Day of Persons with Disabilities, we recognize and celebrate the equal rights and dignity of disabled people everywhere and reaffirm our commitment to building a world where people with disabilities are afforded the opportunities, independence, and respect they deserve...Here in the United States, people with disabilities are three times less likely to be employed, and those who are employed often earn less than their peers for doing the same work. Public spaces, including transit systems and voting locations, are still often inaccessible. And across the globe, disabled people routinely face violence, harassment, exploitation, abuse, and other barriers to their full participation in society.”

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

## Training

### FY 2024 Management Directive 715: Barrier Analysis Training

The ORMDI Workforce Analysis Team will conduct virtual Management Directive 715: Barrier Analysis Training on the following dates:

- January 18, 2024, from 12pm to 3pm EST
- April 18, 2024, from 12pm to 3pm EST
- July 30, 2024, from 12pm to 3pm 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 for course item number 3844925 in the Talent Management System (TMS)**. Space is limited.

### ORMDI Harassment Prevention Training

ORMDI will host virtual “Overview of the Harassment Prevention Program (HPP)” classes on December 6 and January 3 from 9:30 a.m. to 10:30 a.m. EST. 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 December 20 from 12:00 p.m. to 1:00 p.m. EST. Executives, managers and supervisors are encouraged to attend. To participate, **register for course item number 4627175 in TMS**, and choose a date and time to register.

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



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