

## Upcoming Events

February 2024

**Black History Month**

**National Wear Red Day**

February 2

**Rosa Parks Day**

February 4

**Diversity and Inclusion in VA Council Quarterly Meeting**

February 7; 1-3 PM

**Washington's Birthday/Presidents' Day**

February 19

### 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](#).

during World War II was, "crucial in creating the military's only all-Black female band. Brown helped form the group after being denied participation in the all-White band. As the only one with musical experience, and with just eight weeks until their first performance, Brown taught the women volunteers how to play instruments. Their first performance far exceeded expectations...[the] group became recognized as the 404th Armed Service Forces band as it fought an uphill battle against discrimination and sexism."

- Finally, **Horace Pippin** "is one of the most celebrated African American painters of the 20th century and a [V]eteran of World War I. Being self-taught, Pippin used a linear art style with powerful design and expressive color. Pippin enlisted in what would become the Army's 369th Infantry Regiment. During his service, a sniper shot permanently disabled his right arm."

VA managers and supervisors are encouraged to support events and activities that recognize African Americans and their many contributions to our Nation. For more information, visit [VA's Black/African American Special Emphasis Program webpage on the ORMDI website](#) or contact Ms. Tynnetta Lee, VA's Departmental Black/African American Special Emphasis Program Manager, ORMDI.



## Commemorate Black History Month

VA joins the Nation in observing Black History Month, also known as African American History Month, during the month of February each year. Originating in the United States, Black History Month commemorates the contributions of African Americans to our Nation. This year's theme as established by the Association for the Study of African American Life and History is, "African Americans and the Arts."

This year, the Defense Equal Opportunity Management Institute ([DEOMI](#)) created a series of posters honoring notable African Americans in the arts:

- **Lieutenant James R. Europe** was "one of the first mainstream African American musicians. He is recognized as a composer, arranger, and American band leader and is credited as a major figure in transitioning ragtime into jazz and popularizing social dancing across the social class spectrum."
- **Leonora Hull Brown**, a Women's Army Corps member

# Message from the DAS

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

VA has a zero-tolerance policy for sexual harassment and sexual assault. Management officials who observe or are notified of sexual harassment allegations must take prompt and effective action to end the harassment and ensure that it does not reoccur. Employees have multiple avenues to immediately report harassing conduct: (1) contact your internal departmental resources including, but not limited to, your immediate supervisor or another management official if the harassment involves your immediate supervisor; (2) **contact the local Harassment Prevention Coordinator for your office;** or (3) contact the ORMDI Harassment Prevention Program at 888-566-3982, option 3 (TDD/TTY, first dial 711).

## Affinity Conferences

### Annual LULAC National Legislative Conference and Awards

The **League of United Latin American Citizens (LULAC) Annual LULAC National Legislative Conference and Awards** will be held at the Mayflower Hotel in Washington, DC, February 14-16, 2024. This event highlights critical legislative issues affecting Hispanic Americans and recognizes key leaders who have served the Hispanic community well. Costs associated with attending must be authorized by each employee's organization. No centralized funding is available to pay for registration. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Karen Basnight, VA's Acting National Hispanic Employment Program Manager, ORMDI.



### FAPAC NLTP

The **Federal Asian Pacific American Council (FAPAC) 39th National Leadership Training Program (NLTP)** will be held at the National Conference Center in Leesburg, Virginia, May 6-9, 2024. Each year, the NLTP gathers nearly 300 government leaders from the Federal and District of Columbia governments representing various agencies and parts of the country. The NLTP is three days filled with dynamic keynote sessions, panel discussions, breakout sessions and interactive problem-solving workgroups on topics to build government leadership skills. The NLTP qualifies as a training activity in accordance with 5 U.S.C. Chapter 41 and 5 CFR 410.404. Costs associated with attending must be authorized by each employee's organization. No centralized funding is available to pay for registration. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA's Departmental Asian American, Native Hawaiian, and Pacific Islander Special Emphasis Program Manager, ORMDI.



## FAPAC Civilian Awards

### Nomination Period Now Open

The Federal Asian Pacific American Council (FAPAC) is accepting nominations for the **FAPAC Civilian Awards** through Friday, February 23, 2024. **Reach out to your VA Administration or Staff Office Awards Team prior to making a nomination.**

These awards recognize individuals who have made significant contributions to the advancement of Asian American, Native Hawaiian and Pacific Islander (AANHPI) communities and promote diversity and inclusion among the Federal and District of Columbia government workforces.

One winner will be selected per category, per grade cluster (GS 1-12, GS 13-15, and Senior Executive Service) for a total of nine (9) awards. The categories are:

- Outstanding Individual Leadership
- Excellence in Individual Achievement
- Diversity Excellence

The awards will be presented at the 39th National Leadership Training Program to be held during AANHPI Heritage Month, May 6-9, 2024, at the National Conference Center in Leesburg Virginia. For questions, **contact the FAPAC award committee.**

# Training

## **2024 Asian American, Native Hawaiian, and Pacific Islander Federal Leadership Development Conference**

The second annual **Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) Federal Leadership Development Conference** will be held March 7, 2024, 9 a.m. to 5 p.m. (ET) at the U.S. Department of Transportation (1200 New Jersey Ave, SE Washington, DC 20590).

Hosted collaboratively by the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders, the Office of Personnel Management, and the Department of Transportation, this event is exclusively designed to empower AA and NHPI federal employees at all stages of their careers.

This dynamic event aims to spark leadership potential and address distinct workplace challenges through tailored professional development sessions. Engage in specialized workshops fostering leadership skills, inclusivity, and insightful discussions vital for advancing AA and NHPI representation in the workforce.

Explore strategies for leadership enhancement through interactive sessions, including mock interviews facilitated by Senior Executive Service professionals. Network with esteemed speakers and federal colleagues, dedicated to driving meaningful change across the federal workforce.

### What to Expect:

1. **Connect & Network:** Engage with AA and NHPI federal employees colleagues from diverse agencies, fostering valuable connections.
2. **Exclusive Fireside Chat:** Gain insights from esteemed AA and NHPI senior leaders in the federal government.
3. **Capture Professional Moments:** Visit our Professional Photo Booth and immortalize your experience with captivating photos.
4. **Expert Sessions by OPM:** Dive into leadership-focused breakout sessions led by the Office of Personnel Management (OPM) Center for Leadership Development faculty. Choose from 7 empowering sessions!
5. **Refine Interview Skills:** Participate in the “Executive Insight Exchange” to refine your interview skills with Federal SES leaders.
6. **Actional Insights:** Benefit from a full day of tailored professional development sessions, designed to empower your leadership journey.
7. **Engage in Group Dynamics:** Explore your strengths and unique value among peers in interactive sessions.

Costs associated with attending must be authorized by each employee’s organization. No centralized funding is available. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA’s Departmental AA and NHPI Special Emphasis Program Manager, ORMDI.

## **Fiscal Year 2024 VA Executive Women In Motion: Pathways to the Senior Executive Service – FLASH MENTORING**

ORMDI and the Corporate Senior Executive Management Office (CSEMO) are excited to announce their continued partnership with the Office of Personnel Management (OPM) to host Executive Women In Motion (EWIM) at VA virtually on May 8, 2024, during Public Service Recognition Week.

OPM developed and implemented EWIM as a leadership education and recruitment strategy to support the White House Initiative, Equal Futures Partnership, and the Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce as a strategy to broaden a diverse pipeline of federal leaders and advance equity in professional development. EWIM’s mission is to promote the advancement of women in the Senior Executive Service (SES) through interagency mentoring, collaboration, and knowledge sharing.

The fiscal year 2024 VA\*EWIM will be an all-day event for all VA employees (target audience: grades GS-13 to GS-15 or equivalent) and include a presentation by OPM on Executive Core Qualifications (ECQs) – Preparing for the Senior Executive Service followed by flash mentoring. Featured speakers include successful and inspiring SES officials and SES mentors will share their personal career experiences.

Contact the **ORMDI Strategic Initiatives Group/ Customer Experience Strategy Office** to learn more and join the VA\*EWIM Teams channel and SharePoint. Registration will open in March with limited seating available. Supervisory approval is required to attend. Be sure to watch the **OPM video on the SES and ECQs** before the event.

# Training

## Fiscal Year 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:

- March 6, 2024, from 12 p.m. to 3 p.m. EST
- April 3, 2024, from 12 p.m. to 3 p.m. EST
- April 18, 2024, from 12 p.m. to 3 p.m. EST
- May 14, 2024, from 12 p.m. to 3 p.m. EST
- July 30, 2024, from 12 p.m. 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 for course item number 3844925 in the Talent Management System (TMS)**. Space is limited.

## ORMDI Harassment Prevention Training

ORMDI will host a virtual “Overview of the Harassment Prevention Program (HPP)” class on February 7, March 6, April 3, May 1 and June 5 from 9:30 a.m. to 10:30 a.m. and 1:30 to 2:30 p.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 February 21, March 20, April 17 and May 15 from 1:00 p.m. to 2:00 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.

## Cyber Harassment

Harassment in the workplace can and does happen virtually. Do you know who to contact if you are experiencing Cyber Harassment? Check out the **latest cyber harassment video** in the Harassment Prevention Programs cyber harassment series.

## 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.

### The Audacity to Fail Podcast

On this Season Opener of the [Audacity to Fail Podcast: misStepping Into Success](#), Dr. Shari Dade will sit down with the podcast’s producer, Jan Johnson, to invite you behind the mic for an intimate look into the creation, sustainment and success of the show. Listen in to a discussion focused on how to make positive waves in our organization through the creation and sustainment of innovative ideas, projects, and products! The series is also available on the [Talent Management System](#).

### Getting to Yes

This poster offers steps for nongovernmental organizations at the national, regional, state, and local levels to [form a nonmonetary partnership with the Veterans Health Administration](#).



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