

Upcoming Events

March 2024

Women's History Month

Irish-American Heritage Month

Brain Injury Awareness Month

Professional Social Work Month

International Women's Day

March 8

Deaf History Month

March 13-April 15

LGBTQ+ Health Awareness Week

March 18-22

National Vietnam War Veterans Day

March 29

Transgender Day of Visibility

César Chávez Day

March 31

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 Women's History Month

This March, VA joins the Nation in commemorating Women's History Month, an annual observance highlighting women's contributions to events in history and society. This year's national theme is "Women Who Advocate for Equity, Diversity and Inclusion" and provides the opportunity to celebrate the accomplishments of women such as Dr. Gladys B. West.

Born in 1930 in Dinwiddie County, Virginia, Dr. West knew at a young age that she wanted more. Dr. West also knew that her ticket to freedom would be her education and went on to become a well-known mathematician. The film *Hidden Figures* depicts Dr. West's journey to advocate for equity, diversity, and inclusion.

"The next time someone uses their phone to get directions, think of Dr. Gladys B. West. She is one of the mathematicians whose work led to the development of global positioning system (GPS) technology, which allows our phones to take us where we want to go (and allows lots of other technologies to work). Because the earth is not a perfect sphere, mathematicians must model its actual shape for GPS navigation calculations to work. Dr. West was a pioneer in modeling the shape of the earth, paving the way for GPS technology. She had a 42-year career as a mathematician for the U.S. Navy. Like role model [Rear Admiral (Ret.)] Grace Hopper, she began her career working on some of the first computers. One of her jobs was to check the mathematics of these new machines, which [Dr. West found] was often incorrect! Her impressive career led to her being inducted into the U.S. Air Force Hall of Fame in 2018, a very distinguished honor" (**Institute of Education Sciences**).

VA managers and supervisors are encouraged to support events and activities that recognize women and their many contributions to American society. For more information, visit **VA's Federal Women's Program (FWP) webpage on the ORMDI website** or contact Ms. Tynnetta Lee, VA's National FWP Manager, ORMDI.

Message from the DAS

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

A top priority for VA is to acquire and sustain a harassment-free work environment. To ensure that all VA employees fully understand and adhere to VA's zero-tolerance policy, all Administrations and Staff Offices must participate in a Workplace Harassment Stand-down. This intentional pause and focused review will complement the existing mandatory workforce trainings VA deploys on the prevention of sexual harassment, the prevention of sexual assault, and on bystander intervention. Again, the goals are to guarantee that every employee comprehends that VA does not tolerate sexual harassment or sexual assault and to reinforce the policy that it is unacceptable to commit, excuse, or stay silent about sexual harassment or sexual assault.

Affinity Conferences

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 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.



FEW NTP

The **Federally Employed Women 55th National Training Program (NTP)** will be held at the Hilton Chicago Hotel in Chicago, Illinois, August 4-8, 2024. Early bird registration for members began in February. The NTP 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 should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA's National Federal Women's Program Manager, ORMDI.



Training

Fiscal Year 2024 VA Executive Women In Motion – Moving Ahead in the Federal Government

Attention all VA employees in grades GS-15 and below! If you are interested in learning about leadership abilities and developing a strong plan for your future career path, the upcoming fiscal year 2024 VA Executive Women in Motion (VA*EWIM) virtual webinar is scheduled to take place on Wednesday, May 8, 2024.

The Office of Resolution Management, Diversity and Inclusion (ORMDI) and the Corporate Senior Executive Management Office (CSEMO) continue the partnership with the U.S. Office of Personnel Management (OPM) to host EWIM at VA to further support the Department's strategic goals and leadership development opportunity in the diversity, equity, and inclusion space.

Registration will open March 18-22; the registration link will be posted on *Hey VA!* and *VA Insider*. Seating may be limited. Evidence of supervisor approval is required to be uploaded and must be dated no earlier than March 7.

Contact the **ORMDI Strategic Initiatives Group/Customer Experience Strategy Office** to learn more and join the VA*EWIM Teams channel and SharePoint.



VA NATIONAL
VIRTUAL
PRIDE

Join VA National Virtual Pride Special Observances Committee
for a Virtual Presentation and Panel Discussion during

NATIONAL LGBTQ+ HEALTH

AWARENESS WEEK

03.20.2024

1200 – 1400 ET

Registration Link: <https://bit.ly/3OV0pTG>
(or scan the QR Code below to register)

Agenda:

- 12:00-12:20 ET: Sarah Adler presents "Mental Health Resources & Equity of Care For LGBTQ+ Veterans"
- 12:20-12:30 ET: Q&A with Sarah Adler
- 12:30-12:50 ET: Shannon Mclaughlin presents "Critical Services and Opportunities for Gender Diverse Veterans"
- 12:50-13:00 ET: Q&A with Shannon Mclaughlin
- 13:00-14:00 ET: Panel with Dr. Heather Sperry, Keri Griffin, Shannon Mclaughlin, and Sarah Adler



Presenters and Panelists



Sarah E. Alder was born and raised in Ogden, Utah. Sarah is a Veteran, having served in the US Army. Sarah has been involved in the Mental Health realm for LGBTQIA+ and Veterans from 2018 to present.

Keri K. Griffin, LCSW, CAP has worked at the Orlando VA Health Care System for almost 19 years. Keri been with the Alcohol and Drug Abuse Treatment Program and as a therapist in the Mental Health Clinic.



Shannon McLaughlin is a licensed social worker, serving as a Senior Social Work for Eastern Colorado Health Care System's Virtual BHIP team. She has been with the VA since 2015 and a leader in LGBTQ+ care within the VA health system.

Heather A. Sperry, PhD (she/her) is the LGBTQ+ Program Manager and a Staff Psychologist at Veteran Health Indiana. She oversees LGBTQ+ care across her VA Medical Center and surrounding CBOCs.





Join VA National Virtual Pride
for a Virtual Panel Discussion on

Transgender Day



of Visibility



03.27.2024

11:00 – 12:30 ET

Registration Link: <https://bit.ly/3lgASAG>

Agenda:

• 11:00 to 12:30 ET: Mina Torres Arce, Brittney Jewett, Denise Johnson, and Zander Keig will be speaking about and reflect on their personal experiences as members of the Transgender and Non-Binary community

**TRANS
DAY OF
VISIBILITY**

MARCH 31

Each year on March 31, the world observes Transgender Day of Visibility (TDOV) to raise awareness about transgender people. It is a day to celebrate the lives and contributions of trans people, while also drawing attention to the poverty, discrimination, and violence the community faces.

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 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 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.

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:

- VA Supervisors/Managers (VA 4559059): 11 a.m. to 12 p.m. (ET)
- VA Employees (VA 4562623): 1 p.m. 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. EST (recast Tuesdays and Thursdays at 4:30 p.m. EST). [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 will be joined by Dr. Jacquelyn Paykel, Women’s Health Medical Director for the Tomah VA Medical Center. Dr. Paykel also serves on the new VHA Physician Advocacy Council and is one of the developers of the THRIVE (Transforming Health and Resiliency through Integration of Values-based Experiences) whole health clinical program. Listen in as Dr. Paykel discusses how leaders can move beyond defining success through numbers and metrics, but instead lean into thriving by leading themselves first! The series is also available on the [Talent Management System](#).



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